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1983-1984 MANAGEMENT COMPENSATION STUDY FOR WHOLESALERS AND LARGE RETAILERS

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INTRODUCTION

The 1983-1984 Management Compensation Study includes an analysis of 47 representative line and staff positions in top management, merchandising, and store operations. Three positions have been added this year; they are: Top Risk/Insurance Management Executive, Top Strategic Planning Executive, and Warehouse Manager.

The Study includes a discussion of company policies and practices relative to management incentive/bonus plans, long-term income plans, and benefits. This year's Study also includes a special section on health care cost containment.

The compensation data gathered in the Study is readily accessible through data processing resources to participating companies if further analysis of the data is desired. Custom designed reports and analyses can be provided upon request. All such requests, or questions about this year's survey, should be directed to:

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PART I: PARTICIPANTS' PROFILE

Eighty-three companies participated in the *1984 Management Compensation Survey for Wholesalers and Large Retailers.* These participants comprise a representative sample of small, medium and large organizations in all geographic regions. A list of participants is shown on the following pages.

PARTICIPATING COMPANIES BY SIZE

$ SALES	NO. OF COMPANIES	% OF TOTAL
Less than $250 Million	25	30%
$250 - 499 Million	17	21
$500 - 999 Million	20	24
$1 Billion and Up	21	25
	83	100%

PARTICIPATING COMPANIES BY NUMBER OF EMPLOYEES

NUMBER OF EMPLOYEES	NO. OF COMPANIES	% OF TOTAL
Less than 500	19	23%
500 - 999	11	13
1,000 - 2,499	29	35
2,500 - 4,999	11	13
5,000 and Above	13	16
	83	100%

PARTICIPATING COMPANIES BY GEOGRAPHIC REGION

REGION		NUMBER OF COMPANIES	% OF TOTAL
Region 1 - Northeast:	Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont	18	22%
Region 2 - Northeast Central:	Illinois, Indiana, Michigan, Ohio, Wisconsin	20	24
Region 3 - West Central:	Arizona, Arkansas, Colorado, Idaho, Iowa, Kansas, Louisiana, Minnesota, Missouri, Montana, Nebraska, Nevada, New Mexico, North Dakota, Oklahoma, South Dakota, Texas, Utah, Wyoming	23	28
Region 4 - Southeast:	Alabama, Delaware, District of Columbia, Florida, Georgia, Kentucky, Maryland, Mississippi, North Carolina, Puerto Rico, South Carolina, Tennessee, Virginia, West Virginia	13	15
Region 5 - Pacific:	California, Hawaii, Oregon, Washington	9	11
		83	100%

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LIST OF PARTICIPANTS

Albertson's, Inc.
Steven D. Young
208-385-6358

Allied Grocers of Indiana
317-353-8111

Allied Supermarkets, Inc.
Jack Masek
313-943-3498

Angelo's Super Markets, Inc.
Allen P. Reardon
617-878-8210

Associated Grocers of CO, Inc.
William A. Bloom
303-367-7020

Associated Wholesale Grocers
James L. Baska
913-321-1313

Bashas' Markets, Inc.
Charlene Clem
602-895-9350

A.J. Bayless Markets, Inc.
Robert C. Dillard
602-262-0410

Be-Lo Markets, Inc.
Dan Lazar
804-855-1021

Big Bear Stores Company
M. J. Knilans
614-464-6516

Big V Supermarkets, Inc.
914-651-4411

Bozzuto's Inc.

Buehler Food Markets, Inc.
Rick Lowe
216-264-4355

H.E. Butt Grocery Company
Michael Schicker
512-881-1488

Certified Grocers of CA., Ltd.
Donald G. Grose
213-726-2601

Chatham Super Markets, Inc.
Thomas A. Zatina
313-497-4762

Consumers Co-op of Berkeley
415-526-0440

Convenient Indus. of America
Robert O. Cox
502-584-1281

The Copps Corporation
Walter F. Geis
715-344-5900

Dan's Foods, Inc.

D'Agostino Supermarkets, Inc.
I. Stephen D'Agostino
914-576-1820

D & W Food Centers, Inc.

Dillon Companies, Inc.
Harold D. Ryan
316-663-6801

Family Center, Inc.
David S. Edwards
813-530-4714

James Ferrera & Sons, Inc.
Joseph Compagnone
617-828-6150

First National Supermarkets
John D. Isenegger
203-627-9311

Fisher Foods, Inc.
Jim Crytzer
216-292-7000

Fleming Companies, Inc.
Jim McDonald
405-840-7363

Food Giant, Inc.
Eric Jacobsen
404-691-3060

Frankford-Quaker Grocery Co.
Robert M. Slivinski
215-831-7848

Furr's Incorporated
R.C. Hurmence
806-763-1931

Genuardi Super Markets, Inc.
James V. Genuardi
215-277-6000

Giant Food Inc.
Robert A. Anderson
301-341-4497

Giant Food Stores, Inc.
Anthony J. Schiano
717-249-4000

Harris-Teeter Super Markets
C. Lavette Teeter
704-392-7471

Hudson-Thompson, Inc.
Sharon R. Ralex
205-288-6250

Hughes Markets, Inc.

Jewel Companies, Inc.
William E. Buhl
312-693-6000

K-VA-T Food Management, Inc.
Frank David
703-935-4587

Kings Super Markets, Inc.
Edward Lowenfish
201-575-3320

Charles R. Kinskey, Inc.
Larry Veber
307-266-1230

The Kohl Corporation

The Kroger Co.
Robert A. McLeod
513-762-4998

Alfred M. Lewis, Inc.
H. R. Huber
714-684-0170

M System Food Stores, Inc.
Baugh Lewis
915-655-4131

Marsh Supermarkets, Inc.
David M. Redden
317-759-6400

Martin's Super Markets, Inc.
Gaylen B. Wynn
219-259-2491

Minyard Food Stores, Inc.
John P. Bennett, Jr.
214-462-8700

T. J. Morris Company
Edwin E. Akins
912-681-4580

Nash-Finch Company
F. L. Kitson
612-929-0371

P&C Food Markets, Inc.
C. Kenneth Carlson
315-457-9460

Pantry Pride, Inc.
Barbara K. Wildig
305-771-8300

Pay Less Super Markets, Inc.
Paul Nicholson
317-649-3526

Piggly-Wiggly Southern, Inc.
Lawrence G. Olsem
912-537-9871

Price Chopper Supermarkets
Curtis Hopkins
518-381-1374

Ralphs Grocery Company

213-605-4024

Randall Stores, Inc.
Ronald F. Randall
605-996-7511

The Red Food Stores
Jim Bowen
615-892-8029

Red Owl Stores, Inc.
Jeanne Frank
612-932-2284

Rice Food Markets, Inc.
A. W. Stillwell
713-662-7764

Riverside Markets – Penn Traffic Co.
Raymond J. Heath
814-371-5700

Rosauer's SuperMarkets, Inc.
W. Clark Benson
509-535-1555

Roundy's, Inc.
Dorothy B. Hansen
414-453-8200

Peter J. Schmitt Company, Inc.
Samuel A. Iacuzzo
716-821-1306

Schnuck Markets, Inc.
Tom L. Hoskison
314-344-9600

Seaway Food Town, Inc.
Frank Instone
419-893-9401

Shaw's Supermarkets, Inc.
Robert L. Eklund
617-378-7211

Smith's Management Corporation
Dee Smith
801-973-4848

The Stop & Shop Companies, Inc.
Donald J. Comeau
617-770-8765

Supermarkets General Corp.
Jack Curcia
201-499-4171

Super Valu Stores, Inc.
George A. Smith
612-828-4021

Thriftway Food & Drug, Inc.
Richard E. Lindner
513-984-0500

Times Super Market, Ltd.
Carl S. Ito
808-847-0811

Tom Thumb Stores, Inc.
Dona Dean
214-385-2895

Victory Markets, Inc.
Patricia H. Phillips
607-335-4771

Vons Grocery Company
213-579-1400

West Coast Grocery Company
Glenn Everitt
206-593-3138

Wetterau Incorporated
William R. Miller
314-595-4061

White Villa Grocers, Inc.
William C. Baker
513-859-5151

PART II: COMPENSATION PROGRAM INFORMATION

INTRODUCTION

This year's survey includes sections on various key elements of the total compensation package for executives and other management. The elements included are: management incentive/bonus plans, long-term income plans, benefits and perquisites.

Plan prevalence is summarized by company size and, where there is sufficient data, by geographic region. (Regions are defined on page 38.) Information for each of the following five management groups is presented: Corporate/Operating Company Senior Management (i.e., top executives and senior functional management), Regional/District Management, Merchandisers/Buyers, Store Managers and Other Store Management (i.e., Assistant/Co-Store Managers, Meat Managers, and other Department Managers).

A special section on health-care cost containment is included this year. The section covers the kinds of changes many companies are making in benefits coverage and administration. An overview of the prevalence of various employee health education programs is presented as well.

Seventy-seven companies responded to this section of the survey.

ANNUAL MANAGEMENT INCENTIVE PLANS

Prevalence

Sixty-three companies (82 percent) have management bonus or short-term incentive plans. Incentive plans are clearly the majority practice in all size categories and in all geographic regions.

PREVALENCE OF MANAGEMENT BONUS PLANS

$ SALES		NO. OF COMPANIES WITH PLANS	% OF TOTAL
Less than $250 Million		19	76%
$250 - 499 Million		12	80
$500 - 999 Million		16	89
$1 Billion and Up		16	84
	ALL COMPANIES	63	82%
GEOGRAPHIC REGION			
Northeast		14	82%
Northeast Central		14	82
West Central		19	86
Southeast		9	69
Pacific		7	88

As expected, bonus plans are most prevalent at the corporate and operating company senior management level; 95 percent of the companies with plans provide plans at this level. A significant number of companies also provide plans for regional and district managers (77 percent); merchandisers and buyers (70 percent); store managers (79 percent); and other store management (51 percent). As the following chart shows, large companies tend to restrict bonus eligibility to a more limited management group than do small companies.

BONUS PLAN PREVALENCE BY MANAGEMENT GROUP

(As a % of Companies With Plans)

$ SALES	SENIOR MGMT.	REG/DIST. MGMT.	MERCH & BUYER	STORE MGR.	OTHER STORE MGMT.	NO. OF COMPANIES WITH BONUS PLANS
Less than $250 Million	95%	53%	74%	79%	63%	19
$250 - 499 Million	92	83	67	83	50	12
$500 - 999 Million	94	94	61	100	44	16
$1 Billion and Up	100	81	56	56	44	16
ALL COMPANIES	95%	77%	70%	79%	51%	63

Fund Determination

Fifty companies (79 percent of the companies with plans) base the bonus fund on a specific formula. Six companies (10 percent) determine the size of the fund using discretionary criteria. Seven companies use a combination of a formula and discretionary criteria.

Setting specific goals with respect to performance measures is a part of the annual strategic planning process in most companies. Approximately three-quarters of the participants with bonus plans establish goals annually; the remainder compare results to a fixed standard which does not change from year to year. As shown in the following chart, the amount of profit is the business performance measure most frequently used in determining the bonus fund for each of the management levels surveyed. The amount of sales is frequently used in addition to profits at the store management levels.

PERFORMANCE MEASURES USED IN BONUS PLANS

	SENIOR MGMT.	REG/DIST MGMT.	MERCH & BUYER	STORE MANAGER	OTHER STORE MGMT.
PERFORMANCE MEASURE	% of Plans	% of Plans	% of Plans	% of Plans	% of Plans
Amount of Profits	83%	85%	88%	77%	74%
Amount of Sales	26	33	32	48	48
Return on Sales	13	20	17	19	26
Return on Investment	11	9	10	4	7
Return on Assets	6	2	2	2	3
Number of Companies Reporting	**54**	**46**	**41**	**48**	**31**

NOTE: Some companies use more than one performance measure.

Individual Awards

Typically, a company determines an overall bonus fund based on the business performance of the organizational unit to which the individual belongs. As shown in the following chart, 97 percent of the senior management plans use company performance as the basis. Ninety-four percent of the store management plans are based on store performance, and the majority of regional/district management plans are based on regional/district performance.

Many companies then adjust awards based on the individual's overall performance or achievement of specific goals. The survey results for each management level are presented in the chart which follows.

BASIS OF INDIVIDUAL BONUS AWARDS

BASIS	SENIOR MGMT. % of Plans	REG/DIST MGMT. % of Plans	MERCH & BUYER % of Plans	STORE MANAGER % of Plans	OTHER STORE MGMT. % of Plans
Overall Company Performance	97%	54%	81%	16%	23%
Regional/District Performance	5	65	26	—	—
Store Performance	5	13	7	94	87
Individual Performance	28	33	31	29	33
Number of Companies Responding	**57**	**46**	**42**	**49**	**30**

NOTE: Some companies use a combination of performance results.

Though individual bonuses awarded to top executives and middle management vary widely, most plans are designed to pay a target (or average) award. Most plans also specify a maximum award level. Typical target and maximum award levels are listed below.

TYPICAL BONUS AWARDS

(Expressed as a % of a Salary)

LEVEL	TARGET/AVERAGE AWARDS	MAXIMUM AWARDS
Senior Management	25%	35%
Regional/District Management	20	30
Merchandisers & Buyers	20	30
Store Managers	15	25
Other Store Management	10	15

LONG-TERM INCOME PLANS

Prevalence

Nineteen companies (25 percent) provide a long-term income plan. As shown in the following chart, the prevalence of plans is significantly greater in companies over $1 billion in sales. The small sample size precludes drawing conclusions about the prevalence of plans in each of the geographic regions.

PREVALENCE OF LONG-TERM INCOME PLANS

$ SALES		NUMBER OF COMPANIES WITH PLANS	% OF TOTAL
Less than $250 Million		1	4%
$250 - 499 Million		3	20
$500 - 999 Million		4	22
$1 Billion and Up		11	58
	ALL COMPANIES	**19**	**25%**
GEOGRAPHIC REGION			
Northeast		4	27%
Northeast Central		2	13
West Central		7	32
Southeast		3	23
Pacific		3	38

Most of the companies with plans restrict eligibility to the senior management level; the following chart shows the prevalence of plans for each management level.

LONG-TERM INCOME PLAN PREVALENCE BY MANAGEMENT GROUP

LEVEL	NUMBER OF COMPANIES WITH PLANS
Senior Management	17
Regional/District Management	10
Merchandisers & Buyer	6
Store Managers	4
Other Store Management	0

Types of Plans

The types of plans provided to each management level are summarized on the following page. Typically, awards are granted annually to individuals participating in the company's plans.

TYPES OF LONG-TERM INCOME PLANS

PLANS	SENIOR MGMT. Number of Companies	REG/DIST MGMT. Number of Companies	MERCH & BUYERS Number of Companies	STORE MGR. Number of Companies	OTHER STORE MGMT. Number of Companies
Incentive Stock Options: Options to purchase shares of common stock for no less than 100 percent of market value at the time of grant. Options must be exercised in the sequence in which they were granted. Option gain income qualifies for long-term capital gains treatment if stock is held for one year after exercising options.	12	7	5	3	–
Nonqualified Stock Options Without Stock Appreciation Rights: Options to purchase shares of company stock. Option gains are taxable as earned income at the time the option is exercised. Options can be granted at less than market price and do not have to be exercised in the sequence in which they were granted.	5	4	3	1	–
Nonqualified Stock Options With Stock Appreciation Rights: In lieu of exercising all or a portion of nonqualified stock options, the executive is allowed to surrender unexercised option shares and receives a payment equal to the difference between the option price and the market price of the surendered shares. Payment is typically in cash.	4	1	1	1	–
Restricted Stock Plan: An executive is awarded shares of company stock which are restricted from sale for a specific period of time. The number of shares which actually vest with the executive is based on achievement of internal company performance objectives and the executive remaining with the company for a restricted period of time.	1	–	–	–	–
Performance Share Plan: Executive is granted contingent award of company stock which vests over a number of years according to some measure of company performance. Value paid to executive equals number of vested shares times stock price at time of vesting.	1	–	–	–	–
Phantom Stock Plan: Phantom stock units are credited on a bookkeeping basis to an executive's account. Appreciated stock value, often plus accrued dividend values, is paid out at the end of a predetermined time – usually five years – in either cash or stock, or some combination. A variation is the payment of the full stock price value rather than just the appreciation. In some cases, phantom stock units are awarded *only* for the accrual of dividends – such phantom units are often called dividend units.	1	1	–	1	–
Long-Term Bonus Plan: The company pays a bonus in cash or stock based on the achievement of preset long-term objectives. Often expressed in the form of performance units. Performance is typically measured over a three to five-year period of time.	1	–	–	–	–

BENEFITS

The following charts summarize the prevalence of various benefits and perquisites in each of the five management groups surveyed.

In addition to the plans listed on the following pages, participating companies were asked about IRAs and flexible benefits programs.

- **IRAs:** Only one company contributes toward employee Individual Retirement Accounts.
- **Flexible Benefits:** "Cafeteria" or flexible benefits programs are those in which plan participants may choose among two or more benefits according to their needs. Currently, one of the survey participants provides such a program. Ten companies report that they are planning to install a program. These companies plan to offer the plan to all of the management groups surveyed.

COMPANIES PLANNING A FLEXIBLE BENEFITS PROGRAM

$ SALES		NUMBER OF COMPANIES	% OF TOTAL
Less than $250 Million		2	8%
$250 - 499 Million		1	7
$500 - 999 Million		2	11
$1 Billion and Up		5	26
	ALL COMPANIES	**10**	**13%**
GEOGRAPHIC REGION			
Northeast		2	12%
Northeast Central		1	6
West Central		3	14
Southeast		3	23
Pacific		1	13

PREVALENCE OF BENEFIT PLANS

	SENIOR MGMT.		REG/DIST MGMT.		MERCH & BUYER		STORE MGR.		OTHER STORE MGR.	
	Number of Companies	% of Total	Number of Companies	% of Total	Number of Companies	% of Total	Number of Companies	% of Total	Number of Companies	% of Total
Qualified Pension Plan	51	66%	43	56%	50	65%	44	57%	38	49%
Qualified Profit-Sharing Plan	28	36	25	32	27	35	21	27	20	26
Qualified Thrift-Savings Plan	8	10	8	10	8	10	7	9	6	8
Employee Stock Purchase Plan	16	21	15	19	15	19	13	17	11	14
Employee Stock Ownership Plan (ESOP)	10	13	9	12	9	12	9	12	7	9
Tax Reduction Act Stock Ownership Plan (TRASOP)	4	5	4	5	4	5	3	4	2	3
Payroll-Based Stock Ownership Plan (PAYSOP)	14	18	14	18	14	18	12	16	12	16
401K Salary Reduction Plan (Deferral of portion of base salary and/or total compensation)	19	25	17	22	18	23	16	21	13	17
Voluntary Deferred Compensation Plan (Deferral of incentive/bonus portion of compensation)	4	5	2	3	2	3	1	1	1	1
Dental Insurance Plan	69	90	60	78	66	86	58	75	51	66
Visual/Optical Coverage Plan	40	52	31	40	36	47	30	39	28	36
Prescription Plan	42	55	35	45	38	49	33	43	29	38

Supplemental Plans

Many participating companies provide plans which supplement group insurance plans. These plans are frequently limited to upper management. The following chart shows the prevalence of these plans.

PREVALENCE OF SUPPLEMENTAL PLANS

	SENIOR MGMT.		REG/DIST MGMT.		MERCH & BUYER		STORE MGR.		OTHER STORE MGMT.	
	Number of Companies	% of Total	Number of Companies	% of Total	Number of Companies	% of Total	Number of Companies	% of Total	Number of Companies	% of Total
Supplemental Life Insurance (i.e., in addition to group life plan)	51	66%	39	51%	39	51%	36	47%	24	31%
Supplemental Long-Term Disability (i.e., in addition to group long-term disability coverage)	34	44	29	38	29	38	26	34	19	25
Total Medical Expenses (i.e., reimbursement of medical expenses not covered by company's group medical insurance program)	14	18	1	1	1	1	1	1	–	–
Supplemental Retirement Plan (i.e., in addition to pension, profit-sharing or retirement benefits provided to all employees)	9	12	4	5	4	5	4	5	3	4

Perquisites

The following chart shows the prevalence of various perquisites. Many of these "extras" are limited to senior management.

PREVALENCE OF PERQUISITES

	SENIOR MGMT.		REG/DIST MGMT.		MERCH & BUYER		STORE MGR.		OTHER STORE MGMT.	
	Number of Companies	% of Total	Number of Companies	% of Total	Number of Companies	% of Total	Number of Companies	% of Total	Number of Companies	% of Total
Company-Paid Annual Physicals	40	52%	22	29%	13	17%	9	12%	6	8%
Educational Aid for Employees	42	55	38	49	42	55	33	43	29	38
Educational Aid for Dependents	6	8	5	6	5	6	4	5	4	5
Country Club Membership Dues	24	31	2	3	-	-	-	-	-	-
Luncheon/Dinner Club Dues	17	22	7	9	3	4	5	6	-	-
Financial Counseling Services	12	16	-	-	-	-	-	-	-	-
Tax Counseling Services	12	16	-	-	-	-	-	-	-	-
Estate Planning Services	7	9	-	-	-	-	-	-	-	-
Legal Counseling Services	4	5	-	-	-	-	-	-	-	-
First-Class Air Travel	10	13	2	3	2	3	1	1	1	1
Low-or-No-Interest Company Loan	6	8	1	1	1	1	1	1	1	1
Executive Dining Room	1	1	-	-	-	-	-	-	-	-

HEALTH CARE COST CONTAINMENT

This section covers various topics related to how companies are administering their health care plans for their headquarters management staff.

Coverage

All of the companies surveyed provide health benefits coverage. Eighteen companies (23 percent) require employees to pay part of the premiums for employee coverage; 29 companies (38 percent) require contributions toward dependents' coverage.

Twenty-seven companies (35 percent of those surveyed) reported that they have made a change in coverage during the last two years. Of these, sixteen have increased the deductible – typically, from $100 to $150. Eleven have increased the employee's portion of the premium for dependents' coverage; 8 have increased the premium for employee coverage. Ten companies have changed the benefits co-payments, that is, the percentage of covered health care costs paid by the plan.

More than half of the participants encourage the use of alternatives to traditional health care practices. The most common alternatives are outpatient surgery and pre-admission testing.

PREVALENCE OF ALTERNATIVE PRACTICES

	NUMBER OF COMPANIES WHICH PROVIDE COVERAGE	% OF TOTAL
Outpatient Surgical Facilities	37	48%
Pre-admission Testing	35	45
Health Maintenance Organizations	20	26
Hospice Care	13	17
Paraprofessionals for Routine Illnesses	7	9

Only two companies offer a Preferred Provider Organization (PPO) Plan. PPOs are plans which refer employees to a group of preferred physicians and specialists who have been selected to provide quality care at a reasonable cost.

Three companies require that employees obtain second opinions for all non-emergency surgery. Seven companies require a second opinion for elective surgery. Although many companies do not require second opinions, the majority cover them if employees obtain them voluntarily; only six companies do not cover them.

Administration

Forty-three companies (56 percent of those surveyed) have a self-insured plan (i.e., the company incurs the risk of claims payment.) Thirty-four of these companies have stop-loss coverage which insures the company if costs exceed a predetermined amount.

The majority of companies use a third-party administrator or insurance carrier to administer claims. Only three companies handle claims administration internally.

Three companies (4 percent of those surveyed) report that they offer incentives to employees who audit their own medical bills for accuracy. Two of these companies award 50 percent of any amounts saved through the audits; one company pays 25 percent.

Prevention

Many companies sponsor health-related programs for their employees. The most common is Cardiopulmonary Resuscitation Training (CPR) with 31 companies reporting. The prevalence of various programs is shown in the following chart.

PREVALENCE OF COMPANY-SPONSORED HEALTH PROGRAMS

PROGRAM	NUMBER OF COMPANIES	% OF TOTAL
Cardiopulmonary Resuscitation Training (CPR)	31	40%
Blood Pressure Checks	21	27
Exercise-Fitness	13	17
Employee Assistance Program	13	17
Health Newsletters	13	17
Flu Shots	11	14
Alcohol-Drug Abuse Control	9	12
Accident Risk Reduction	7	9
Nutrition - Weight Control	6	8
Smoking Cessation	6	8
Stress Management	5	6
Cancer Risk Reduction	4	5
Hypertension Control	3	4
Heart Attack Risk Reduction	1	1

PART III: PERCENT CHANGE IN COMPENSATION
MARCH 31, 1983 – MARCH 31, 1984

The average percent change in base salary for all survey positions is 6.1 percent for bonus-paying companies, 5.8 percent for nonbonus-paying companies, and 6.0 percent for all companies.

These percentages are based on the compilation of the average change for each survey position as reported by the survey participants.

This year's all-company average change in salary of 6.0 percent is approximately 1 percentage point lower than the 7.2 percent reported last year.

The average percent change in total compensation (salary plus bonus) for all positions for bonus-paying companies is 7.4 percent. This is approximately 1 percentage point lower than the 8.6 percent reported in last year's survey.

The following exhibit shows the average percent change in compensation (base salary and total compensation) for each survey position.

Food Marketing Institute

SUMMARY OF PERCENT CHANGE IN COMPENSATION

SURVEY POSITION NUMBER	SURVEY POSITION TITLE	AVERAGE PERCENT CHANGE IN COMPENSATION			
		Bonus Companies - Base Salary -	Nonbonus Companies - Base Salary -	All Companies - Base Salary -	Bonus Companies - Total Compensation -
SENIOR EXECUTIVE POSITIONS					
1	Chief Executive Officer	6.9%	5.6%	6.6%	9.3%
2	Chief Operating Officer	10.1	2.8	8.6	10.9
3	Chief Financial Officer	10.3	7.7	9.7	10.9
4	Top Operating Company Executive	8.3	5.2	7.6	11.2
5	Top Legal Executive	8.8	9.3	8.9	9.9
STAFF POSITIONS – CORPORATE/OPERATING COMPANY					
6	Controller	6.8	8.5	7.3	7.9
7	Top Audit Executive	7.9	6.8	7.4	9.8
8	Top Data Processing Executive	6.8	7.1	6.9	9.0
9	Top Personnel Executive (With Labor Relations)	4.8	5.0	4.9	8.0
10	Top Personnel Executive (Without Labor Relations)	8.3	4.9	7.4	8.8
11	Top Labor Relations Executive	6.0	*	6.6	7.6
12	Top Training & Management Development Executive	6.0	9.4	7.1	5.6
13	Top Distribution Executive	6.6	7.2	6.7	6.9
14	Top Construction & Maintenance Executive (With Real Estate)	5.5	*	5.4	9.5
15	Top Construction & Maintenance Executive (Without Real Estate)	5.2	4.7	5.0	7.4
16	Top Real Estate Executive	7.3	4.8	6.5	9.8
17	Top Security/Loss Prevention Executive	6.1	5.0	5.7	6.5
18	Top Sanitation Executive	3.7	5.9	4.7	4.3
MERCHANDISING POSITIONS - CORPORATE/OPERATING COMPANY					
19	Top Merchandising & Procurement Executive	7.6	6.0	7.3	11.0
20	Top Advertising Executive	5.3	7.1	5.7	7.3
21	Top Grocery Operations Executive	5.5	6.3	5.7	9.2
22	Top Meat Operations Executive	7.4	6.9	7.3	8.9
23	Top Produce Operations Executive	6.2	5.5	6.0	7.1
24	Top General Merchandise/Nonfood Operations Executive	6.0	6.5	6.1	6.7
25	Grocery Merchandiser	5.0	3.4	4.5	8.8

SURVEY POSITION NUMBER	SURVEY POSITION TITLE	AVERAGE PERCENT CHANGE IN COMPENSATION			
		Bonus Companies - Base Salary -	Nonbonus Companies - Base Salary -	All Companies - Base Salary -	Bonus Companies - Total Compensation -
MERCHANDISING POSITIONS - CORPORATE/OPERATING COMPANY (continued)					
26	Meat Merchandiser	5.4%	4.5%	5.0%	5.5%
27	Produce Merchandiser	5.9	7.4	6.5	6.3
28	Frozen Foods Merchandiser	*	*	*	*
29	Dairy Merchandiser	*	*	*	*
30	Nonfood Merchandiser	4.7	4.8	4.8	7.2
31	Grocery Buyer	5.4	5.6	5.5	5.1
32	Meat Buyer	2.8	3.6	3.3	3.2
33	Produce Buyer	5.5	7.1	6.3	5.0
34	Frozen Foods Buyer	*	*	*	*
35	Dairy Buyer	4.1	6.5	5.6	*
36	Nonfood Buyer	4.2	4.8	4.6	4.5
STORE OPERATIONS POSITIONS					
37	Top Store Operations Executive	7.5	8.9	7.8	9.3
38	Top Store Maintenance Executive	3.6	5.7	4.7	6.0
39	Division General Manager	3.5	*	3.7	5.7
40	Scanning Coordinator	5.0	5.4	4.4	5.2
41	District Manager	6.0	4.0	5.5	7.6
42	Store Manager	4.2	3.5	4.1	5.0
43	Assistant/Co-Store Manager	3.9	4.1	3.9	4.1
44	Meat Department Manager	7.5	2.8	3.9	4.2
NEW SURVEY POSITIONS					
45	Top Risk/Insurance Management Executive	7.0	5.7	6.4	6.7
46	Top Strategic Planning Executive	*	*	*	*
47	Warehouse Manager	5.7	6.5	6.2	6.4
	AVERAGE	**6.1%**	**5.8%**	**6.0%**	**7.4%**

---

* Insufficient data for analysis.

PART IV: PAY LEVEL DATA – ANALYTICAL APPROACH

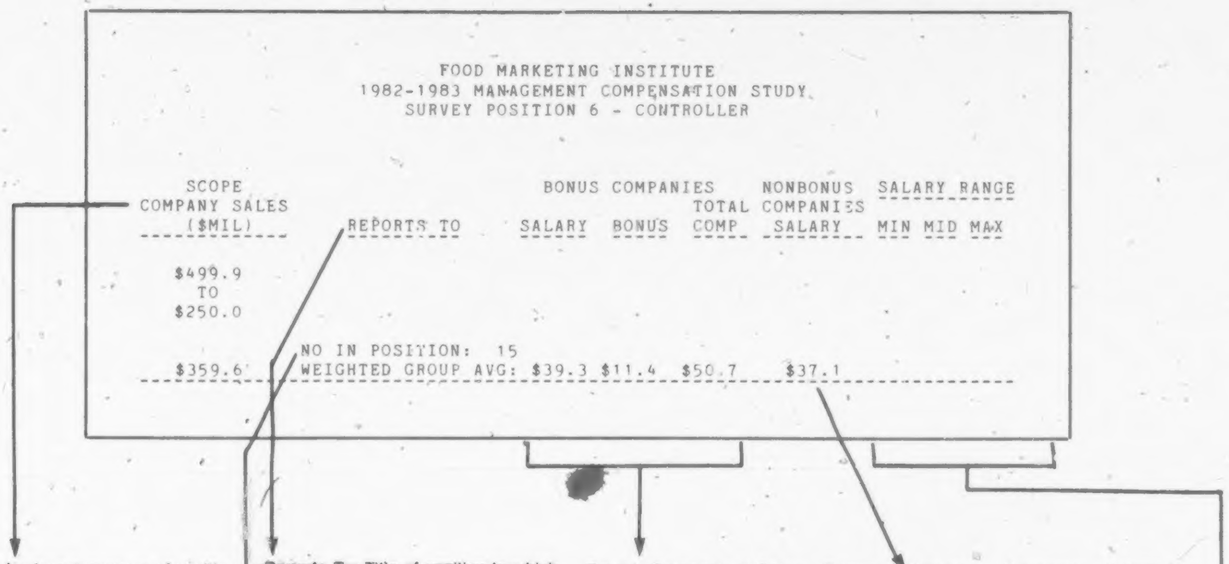
All compensation levels reported are effective **March 31, 1984.** Two types of displays are used in this report to present pay level data — tabular displays and trend lines. Both types complement one another and, when used together, provide a comprehensive analysis of market pay levels.

TABULAR DISPLAYS

Tabular displays are most useful for giving a detailed picture of how the data is dispersed about the averages, how actual salaries compare to established salary ranges, and how bonus amounts relate to salary levels.

For each survey position, tabular displays show the compensation data as reported by each company. The data is categorized within scope/size groups to allow for comparison with positions in similar companies. In order to maintain the confidentiality of the participants' data, data within each scope category are arranged in descending order based solely on salary and not in relation to the scope/size of the company.

Each tabular display shows the following elements:



```
                       FOOD MARKETING INSTITUTE
                1982-1983 MANAGEMENT COMPENSATION STUDY
                   SURVEY POSITION 6 - CONTROLLER


    SCOPE                               BONUS COMPANIES     NONBONUS   SALARY RANGE
COMPANY SALES                                        TOTAL COMPANIES   ------------
   ($MIL)          REPORTS TO        SALARY  BONUS  COMP    SALARY    MIN MID MAX
-------------      ----------        ------  -----  -----  ---------  --- --- ---

   $499.9
     TO
   $250.0

                  NO IN POSITION:  15
   $359.6         WEIGHTED GROUP AVG: $39.3 $11.4  $50.7    $37.1
---------------------------------------------------------------------------------
```

Scope: A relevant measure of position responsibility (i.e. company sales, number of stores, etc.)

The Group Average is weighted by the number of incumbents

Reports To: Title of position to which the survey position reports.

No in Position: The total number of incumbents.

Bonus Companies' Salary, Bonus, and Total Compensation: The annual salary rate in effect as of March 31, 1983, bonus paid in 1983 (for 1982 performance), and total compensation (salary plus bonus). Incumbents eligible for bonus are included here even when a bonus was not awarded.

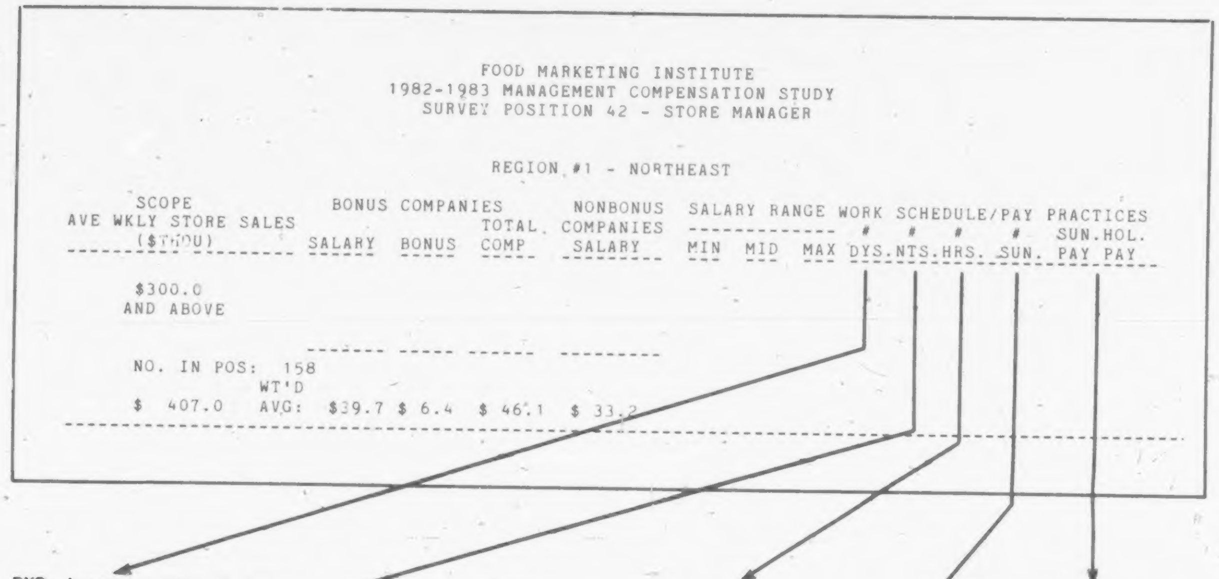
The Group Average is weighted by the number of incumbents.

Nonbonus Companies Salary: The annual salary rate in effect as of March 31, 1983.

The Group Average is weighted by the number of incumbents.

Salary Range Minimum, Midpoint or "Control Point" and Maximum: The established salary range if the position is covered by a formal salary structure.

The work schedule and additional pay practices are reported for Store Managers, Assistant Store Managers, and Meat Managers (survey positions 42, 43, and 44) as shown in the following example.



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                                FOOD MARKETING INSTITUTE
                          1982-1983 MANAGEMENT COMPENSATION STUDY
                             SURVEY POSITION 42 - STORE MANAGER

                                 REGION #1 - NORTHEAST

     SCOPE              BONUS COMPANIES         NONBONUS    SALARY RANGE WORK SCHEDULE/PAY PRACTICES
AVE WKLY STORE SALES                     TOTAL  COMPANIES   -------------   #    #    #    #   SUN.HOL.
     ($THOU)          SALARY   BONUS    COMP     SALARY     MIN  MID  MAX DYS.NTS.HRS. SUN. PAY PAY
--------------------  ------   -----    -----   ---------   ---  ---  --- ----------------------------

     $300.0
    AND ABOVE

                      -------  -----  ------   ---------
     NO. IN POS:  158
                 WT'D
     $  407.0    AVG:  $39.7  $ 6.4  $ 46.1    $ 33.2
----------------------------------------------------------------------------------------------------
```

# DYS: Average number of days worked per week (excluding Sunday).

# NTS: Average number of nights worked per week.

# HRS: Average total hours worked per week (excluding Sunday).

# SUN: Average number of Sundays worked per year.

SUN. PAY and HOL. PAY Sunday and Holiday pay policy code A-F or per day dollar amount.

CODES:

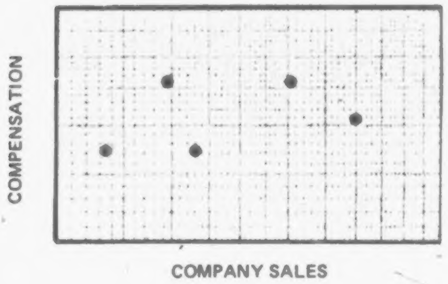
- A. No additional compensation - compensatory time off.
- B. No additional compensation - open Sundays.
- C. Not applicable - close Sundays/Holidays
- D. Straight time pay
- E. Time and one-half (1.5 X) pay
- F. Double time (2 X) pay
- G. Triple time (3 X) pay

TREND LINES

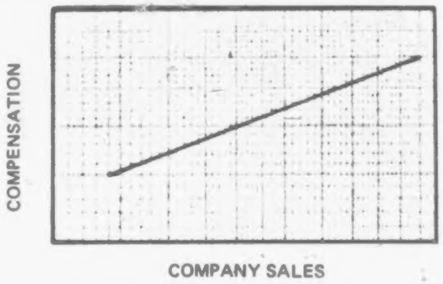
Some companies are reluctant to use trend lines because they do not show the actual data that have been reported. Trend lines, however, are most useful for analyzing the full range of data and they tend to compensate better than tabular displays for one or two data points which may deviate significantly from the rest of the data.

The trend line provides a relative measure of the relationship between size (scope measure) and compensation. The actual data points (compensation in relation to scope) for each company are analyzed using a statistical technique (regression analysis) to develop the "line of best fit" through all of the points. The following illustration shows this process.

If actual pay rates are plotted as points on a graph, in relation to company sales, the resulting scattergram may look like the following:

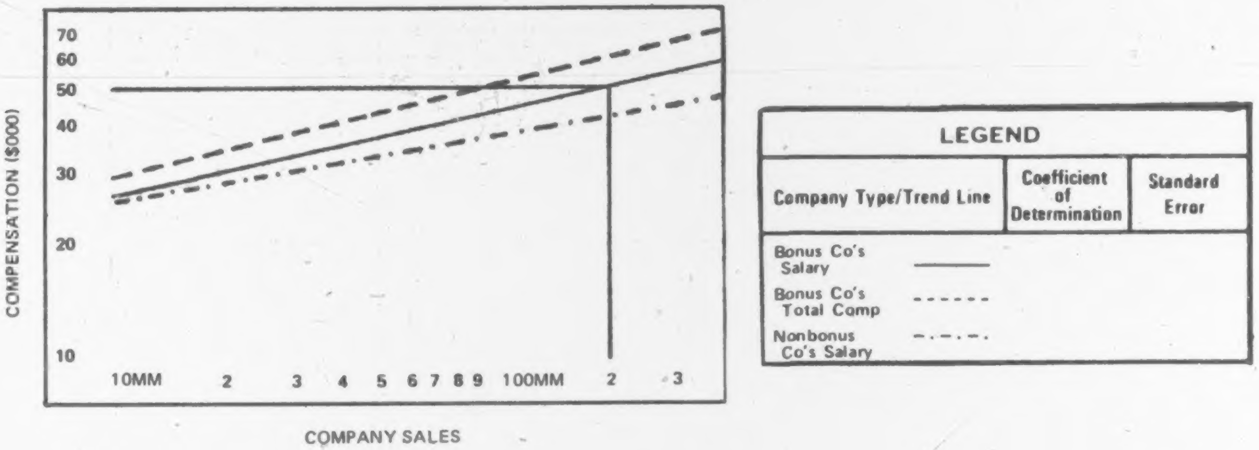


The regression equation is used to draw the "line of best fit" (i.e., that straight line which will minimize the squared distance between each point and the trend line).



All data have been transformed to the logarithmic scale because it more accurately shows the relationship between compensation and scope.

The following example illustrates the way trend lines are presented in this report.



The trend line is read by finding the relevant sales volume on the horizontal axis and the corresponding compensation figures on the vertical axis. In the above example, company sales of $200MM relates to an average base salary of $50,000 for bonus-paying companies.

The trend line exhibits also provide two statistical measures—the coefficient of determination and the standard error. These statistics explain the impact of the scope measure as a predictor of compensation.

The following charts are guides in reading the trend lines.

Guide to Determining Usefulness of Trend Line Analysis

COEFFICIENT OF DETERMINATION measures the variation in compensation that is explained by the scope.

If COEFFICIENT OF DETERMINATION is:	The Percent of Variation in Compensation Which is Explained by Scope is:
.90 - 1.00	90 - 100%
.80 - .89	80 - 89
.70 - .79	70 - 79
.60 - .69	60 - 69
.50 - .59	50 - 59
.40 - .49	40 - 49
.30 - .39	30 - 39
.20 - .29	20 - 29
.10 - .19	10 - 19

STANDARD ERROR measures the scatter or dispersion of points about the trend line.

If STANDARD ERROR is:	Most of the Data Falls Within ± This Percent About the Line
1.00 - 1.10	0 - 10%
1.11 - 1.20	11 - 20
1.21 - 1.30	21 - 30
1.31 - 1.40	31 - 40
1.41 - 1.50	41 - 50
1.51 - 1.60	51 - 60
1.61 - 1.70	61 - 70
1.71 - 1.80	71 - 80
1.81 - 1.90	81 - 90

COEFFICIENT OF DETERMINATION	STANDARD ERROR			
	1.0 - 1.2	1.2 - 1.4	1.4 - 1.6	1.6 and Above
.64 - 1.00	**EXCELLENT:** Use with confidence.	**VERY GOOD:** Use with confidence.	**GOOD:** Use with caution since there is a high degree of variability about the line.	**NOT GOOD:** Too much variability about the line.
.36 - .64	**VERY GOOD:** Use with confidence.	**GOOD:** Use with confidence.	**ACCEPTABLE:** Use with caution since there is a high degree of variability about the line.	**NOT GOOD:** Too much variability about the line.
.16 - .36	**GOOD:** Use with confidence. Points are clustered about the line but scope is not a predictor of compensation level.	**GOOD:** Use with caution, since scope only partially predicts compensation level and there is moderate degree of variability about the line.	**NOT GOOD:** Scope only partially predicts compensation levels and there is a high degree of variability about the line.	**NOT GOOD:** Too much variability about the line.

In conducting this survey, we obtained data for scope measures which we believed, based upon previous analysis, provided the best prediction of compensation levels for a given position. Where such a predictive relationship did not exist this year, the trend line was not constructed for that scope measure. Additionally, trend lines were not produced where there were insufficient data.

GEOGRAPHIC ANALYSIS

For **Merchandisers and Buyers, Division, District, and Store Management positions,** participants were asked to provide data on each position within five geographic regions. Where there are sufficient data, analyses have been provided for the following geographic areas. (This year, the sample size for these positions precludes a separate analysis of the metropolitan areas within each of these regions.)

REGION 1 - NORTHEAST:	Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont
REGION 2 - NORTHEAST CENTRAL:	Illinois, Indiana, Michigan, Ohio, Wisconsin
REGION 3 - WEST CENTRAL:	Arizona, Arkansas, Colorado, Idaho, Iowa, Kansas, Louisiana, Minnesota, Missouri, Montana, Nebraska, Nevada, New Mexico, North Dakota, Oklahoma, South Dakota, Texas, Utah, Wyoming
REGION 4 - SOUTHEAST:	Alabama, Delaware, District of Columbia, Florida, Georgia, Kentucky, Maryland, Mississippi, North Carolina, Puerto Rico, South Carolina, Tennessee, Virginia, West Virginia
REGION 5 - PACIFIC:	California, Hawaii, Oregon, Washington

NATIONAL ANALYSIS

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 1 - CHIEF EXECUTIVE OFFICER

Accountable, under the direction of the Board of Directors, for the management of the company's total business performance. Provides overall leadership and direction to the development of policies and objectives, and assures effectuation of policies throughout the company. Reviews the operational and financial progress of the company and divisions to assure achievement of goals and objectives. Provides general direction to merchandising, store operations and staff activities. Makes decisions of major importance on matters where the interest or objective of more than one operating unit is involved. Assures that efficient organizational practices, including adequate manpower forecasting and planning, are followed throughout the company. Assures capable management succession by proper recruitment and development. Conducts corporate strategic planning that assures targets are determined for continued growth and profitability. Reviews and effectively recommends to the Board salaries, appointments, retirements, etc., for officers. Responsible for establishing and maintaining relations with stockholders, the financial community, government agencies, suppliers and customers.

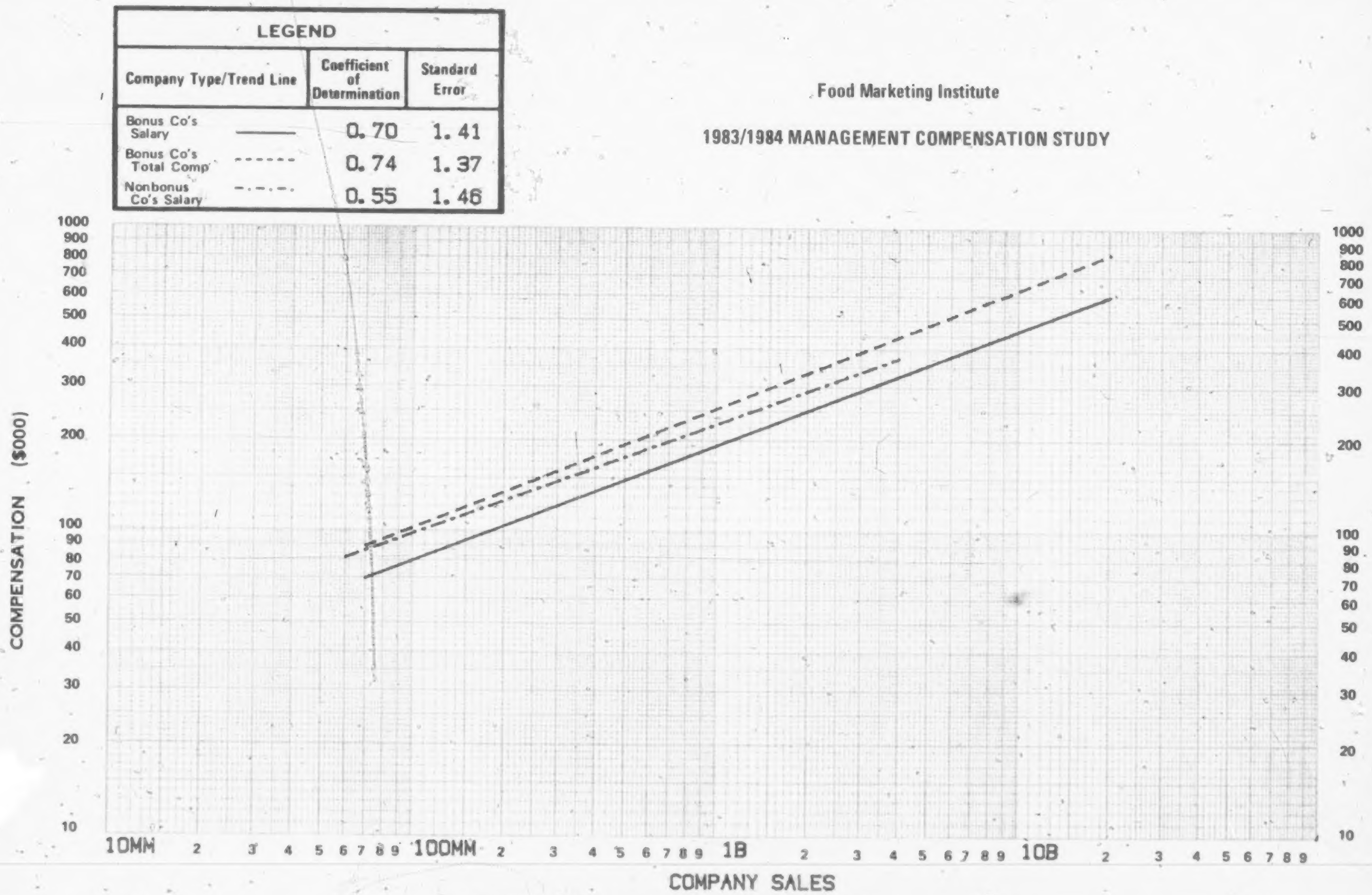
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$2000.0 AND ABOVE	BOARD OF DIR.	$475.0	$ 92.6	$567.6		$303.0	$416.0	$529.0
	BOARD OF DIR.	415.0	160.0	575.0		248.9	331.9	414.9
	BOARD OF DIR.	400.0	125.0	525.0		269.1	336.3	403.6
	BOARD OF DIR.	378.0	160.0	538.0				
	BOARD OF DIR.	360.8	100.0	460.8				
	BOARD OF DIR.	352.0	156.7	508.7		327.0	403.7	480.4
	BOARD OF DIR.	350.0	162.7	512.7		233.7	292.2	350.6
	BOARD OF DIR.				$328.0			
	BOARD OF DIR.	325.0	174.7	499.7				
	BOARD OF DIR.	160.0	59.0	219.0				180.0
	NO IN POSITION:	10						
$ 5051.7	WEIGHTED GROUP AVG:	$357.3	$132.3	$489.6	$328.0			
$1999.9 TO $1000.0	BOARD OF DIR.	$383.6	$418.8	$802.4				
	BOARD OF DIR.	360.0	0.0	360.0		$201.5	$268.6	$335.8
	BOARD OF DIR.	237.5	40.0	277.5				
	BOARD OF DIR.				$228.8			
	BOARD OF DIR.	214.5	84.8	299.3				
	BOARD OF DIR.	210.0	35.0	245.0		148.5	185.6	222.7
	BOARD OF DIR.	151.9	40.8	192.7				151.9
	NO IN POSITION:	7						
$ 1415.5	WEIGHTED GROUP AVG:	$259.6	$103.2	$362.8	$228.8			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 1 - CHIEF EXECUTIVE OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$999.9	BOARD OF DIR.	$250.0	$ 83.3	$333.3				
TO	BOARD OF DIR.	250.0	53.8	303.8				
$500.0	BOARD OF DIR.				$233.5			
	BOARD OF DIR.	232.5	62.5	295.0		$169.2	$211.5	$253.8
	BOARD OF DIR.				200.0			
	BOARD OF DIR.	200.0	0.0	200.0		122.6	157.2	191.8
	BOARD OF DIR.				190.0			
	BOARD OF DIR.	181.0	72.0	253.0		112.1	147.0	181.8
	BOARD OF DIR.	174.0	35.9	209.9		117.3	146.7	176.0
	BOARD OF DIR.	125.0	453.7	578.7				
	BOARD OF DIR.	125.0	11.0	136.0				
	BOARD OF DIR.	95.0	83.7	178.7				
	BOARD OF DIR.	67.6	207.4	275.0				
	NO IN POSITION: 13							
$ 614.2	WEIGHTED GROUP AVG:	$170.0	$106.3	$276.3	$207.8			
$499.9	BOARD OF DIR.				$275.0	$250.0	$275.0	$300.0
TO	BOARD OF DIR.				235.0			
$250.0	BOARD OF DIR.	$225.0	$100.0	$325.0				
	BOARD OF DIR.	216.0	99.0	315.0				
	BOARD OF DIR.	200.0	26.2	226.2				
	BOARD OF DIR.	190.0	0.0	190.0				190.0
	BOARD OF DIR.	155.0	0.0	155.0				
	BOARD OF DIR.	124.3	35.4	159.7				
	BOARD OF DIR.	112.0	2.9	114.9				
	BOARD OF DIR.	110.0	22.0	132.0		88.4	120.2	141.4
	BOARD OF DIR.	105.0	0.0	105.0				
	BOARD OF DIR.				88.9			
	NO IN POSITION: 12							
$ 369.1	WEIGHTED GROUP AVG:	$159.7	$ 31.7	$191.4	$199.6			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 1 - CHIEF EXECUTIVE OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$249.9 TO $100.0					$338.0			
	BOARD OF DIR.				250.0			
	BOARD OF DIR.	$230.0	$ 70.0	$300.0				
	BOARD OF DIR.				228.8			
		192.9	77.7	270.6				
		134.0	0.0	134.0				
	BOARD OF DIR.	127.4	20.0	147.4				
	BOARD OF DIR.	100.0	0.0	100.0				
	BOARD OF DIR.	94.1	142.3	236.4				
	BOARD OF DIR.	93.4	0.0	93.4				
	BOARD OF DIR.				93.0		$ 93.0	
	BOARD OF DIR.	80.0	58.2	138.2				
	BOARD OF DIR.	70.5	10.6	81.1				
	BOARD OF DIR.	65.0	20.0	85.0				
	BOARD OF DIR.				60.0			
	BOARD OF DIR.	39.0	60.0	99.0				
	NO IN POSITION: 17							
$ 154.8	WEIGHTED GROUP AVG:	$111.5	$ 41.7	$153.2	$218.0			
$99.9 AND BELOW	BOARD OF DIR.	$190.0	$ 13.4	$203.4				
	BOARD OF DIR.	136.5	40.0	176.5				
	BOARD OF DIR.				$130.0			
	BOARD OF DIR.				104.2			
	BOARD OF DIR.				82.5			
	BOARD OF DIR.	65.0	21.5	86.5				
	BOARD OF DIR.	60.0	0.0	60.0		$ 60.0		$ 72.0
	NO IN POSITION: 7							
$ 81.6	WEIGHTED GROUP AVG:	$112.9	$ 18.7	$131.6	$105.6			
	NO IN POSITION: 66							
$ 1152.2	POSITION AVERAGE:	$195.7	$ 75.3	$271.0	$200.2			



LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.70	1.41
Bonus Co's Total Comp	------	0.74	1.37
Nonbonus Co's Salary	–·–·–·	0.55	1.46

SURVEY POSITION #1 - CHIEF EXECUTIVE OFFICER

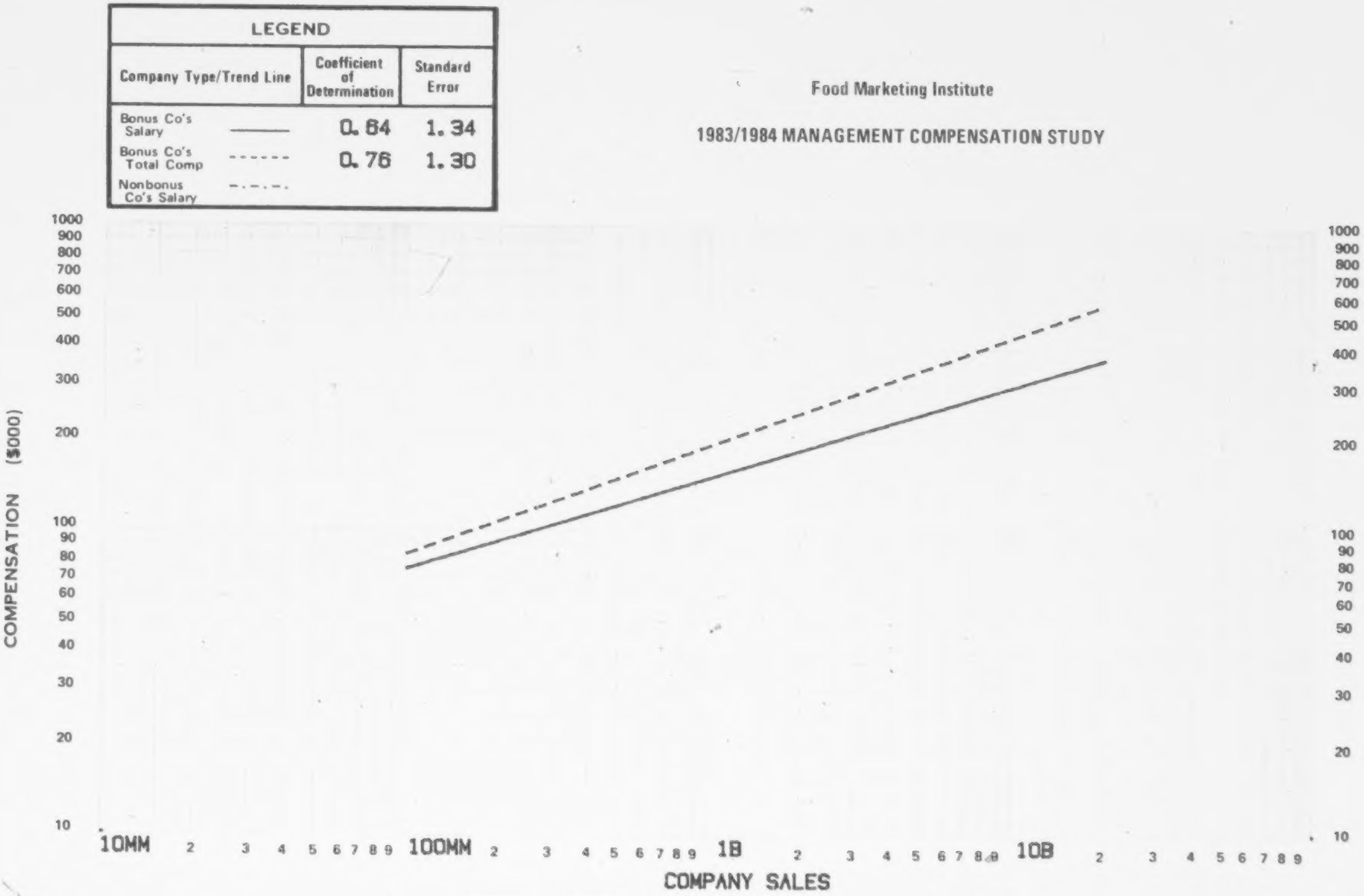
FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 2 - CHIEF OPERATING OFFICER

Provides overall direction and control to achieve the volume and operating profit goals of the company profit centers. Makes recommendations to the Chief Executive Officer on company policies, objectives and plans. Oversees the management of all company retail store operations, company-wide merchandising and procurement, manufacturing, distribution, and wholesale operations. Responsible for the attainment of projected sales, gross profit margins, expense control, and operating profit.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$1000.0		$365.0	$ 69.4	$434.4		$232.0	$314.0	$396.0
AND ABOVE	CEO/PRESIDENT				$275.0			
	CEO/PRESIDENT	275.0	107.0	382.0		213.7	267.1	320.5
	CEO/PRESIDENT	265.0	131.3	396.3				
	BOARD OF DIR.	250.0	0.0	250.0		151.4	201.8	252.3
	CEO/PRESIDENT	230.0	90.7	320.7		165.5	220.6	275.8
	BOARD OF DIR.	191.0	55.0	246.0				
	BOARD OF DIR.	175.5	55.9	231.4				
	CEO/PRESIDENT	161.3	30.6	191.9		89.4	111.8	134.2
	CEO/PRESIDENT	152.0	25.0	177.0				
	CEO/PRESIDENT				150.8			
	BOARD OF DIR.	142.2	57.2	199.4				142.2
	CEO/PRESIDENT	100.0	35.8	135.8				125.0
	BOARD OF DIR.				88.4			
	CEO/PRESIDENT	85.0	139.4	224.4				
	NO IN POSITION: 15							
$ 3180.4	WEIGHTED GROUP AVG:	$199.3	$ 66.5	$265.8	$171.4			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 2 - CHIEF OPERATING OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9	CEO/PRESIDENT				$200.0			
TO	CEO/PRESIDENT	$200.0	$ 66.6	$266.6				
$250.0	CEO/PRESIDENT	175.0	70.0	245.0		$150.0	$175.0	$200.0
	CEO/PRESIDENT	140.3	30.1	170.4		99.3	124.1	149.0
	CEO/PRESIDENT				137.5			
	CEO/PRESIDENT	130.0	0.0	130.0		91.0	116.2	140.9
	CEO/PRESIDENT	126.5	35.0	161.5		100.8	126.0	151.2
	CEO/PRESIDENT	125.0	0.0	125.0				
	CEO/PRESIDENT	100.0	25.0	125.0				
	CEO/PRESIDENT	100.0	20.0	120.0		80.7	109.1	129.8
	CEO/PRESIDENT	90.0	2.3	92.3				
	CEO/PRESIDENT	66.0	34.0	100.0				
	NO IN POSITION:	12						
$ 486.1	WEIGHTED GROUP AVG:	$125.3	$ 28.3	$153.6	$168.8			
$249.9	CEO/PRESIDENT	$250.0	$ 85.0	$335.0				
AND BELOW	BOARD OF DIR.				$228.8			
	CEO/PRESIDENT	105.0	35.0	140.0		$106.0	$132.0	$179.0
	BOARD OF DIR.				104.2			
	CEO/PRESIDENT	100.0	0.0	100.0				
	CEO/PRESIDENT	87.4	0.0	87.4				
		72.0	0.0	72.0				
	CEO/PRESIDENT				70.2			
	CEO/PRESIDENT	68.9	28.1	97.0				
	CEO/PRESIDENT	67.9	10.2	78.1				
	BOARD OF DIR.	39.0	60.0	99.0				
	NO IN POSITION:	15						
$ 150.5	WEIGHTED GROUP AVG:	$ 94.1	$ 23.2	$117.3	$134.4			
	NO IN POSITION:	42						
$ 1328.5	POSITION AVERAGE:	$140.4	$ 40.0	$180.4	$156.9			



Food Marketing Institute

1983/1984 MANAGEMENT COMPENSATION STUDY

SURVEY POSITION #2 - CHIEF OPERATING OFFICER

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 3 - CHIEF FINANCIAL OFFICER

Develops and implements policies, plans and programs necessary for the effective management of the company's financial affairs. Directs the treasury, accounting, financial planning and insurance functions for the corporation. Initiates and coordinates necessary and appropriate accounting policies and procedures for all business units. Maintains corporate funds and cash management program. Directs preparation of all corporate financial reports and budgets. Provides financial counsel to the Chief Executive Officer on major business decisions.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2000.0 AND ABOVE	CEO/PRESIDENT				$255.0			
	CEO/PRESIDENT	$200.0	$ 82.1	$282.1				
	CEO/PRESIDENT	170.0	52.0	222.0		$126.1	$168.1	$210.1
	CEO/PRESIDENT	147.0	55.1	202.1		127.6	159.5	191.4
	CEO/PRESIDENT	145.0	48.0	193.0		92.7	115.8	139.0
	BOARD OF DIR.	127.4	40.0	167.4				
	CEO/PRESIDENT	82.0	33.5	115.5				68.5
	NO IN POSITION:	7						
$ 5285.1	WEIGHTED GROUP AVG:	$145.2	$ 51.8	$197.0	$255.0			
$1999.9 TO $1000.0	CEO/PRESIDENT	$177.0	$112.0	$289.0				
	BOARD OF DIR.	173.4	56.3	229.7				$173.4
	BOARD OF DIR.	145.0	0.0	145.0		96.5	125.3	154.1
	BOARD OF DIR.				$128.1			
	CEO/PRESIDENT	109.0	15.0	124.0				
	CEO/PRESIDENT	84.5	30.6	115.1				
	CEO/PRESIDENT	80.0	0.0	80.0				
	NO IN POSITION:	7						
$ 1416.5	WEIGHTED GROUP AVG:	$128.1	$ 35.6	$163.8	$128.1			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 3 - CHIEF FINANCIAL OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$999.9	BOARD OF DIR.				$125.0			
TO	CEO/PRESIDENT	$115.0	$ 0.0	$115.0		$ 70.2	$ 87.7	$105.3
$500.0	CEO/PRESIDENT				105.0			
	CEO/PRESIDENT	101.0	40.0	141.0		74.7	93.7	112.8
	C.O.O.	94.3	0.0	94.3				
	CEO/PRESIDENT	90.0	20.6	110.6				
	CEO/PRESIDENT	85.5	7.4	92.9				
	C.O.O.				85.0			
	CEO/PRESIDENT	84.5	10.6	95.1		62.6	78.3	94.0
	CEO/PRESIDENT	80.8	28.0	108.8		73.5	91.8	110.2
	C.O.O.	75.0	25.0	100.0				
	BOARD OF DIR.	70.0	3.5	73.5		68.0	85.1	102.1
	CEO/PRESIDENT				64.4			
	CEO/PRESIDENT	60.0	231.6	291.6				
	GROUP EXEC.	57.0	3.1	60.1		57.3	70.4	83.1
	CEO/PRESIDENT	53.5	12.9	66.4				
	CEO/PRESIDENT	41.6	58.4	100.0				
	NO IN POSITION:	17						
$ 637.7	WEIGHTED GROUP AVG:	$ 77.6	$ 33.9	$111.5	$ 94.9			

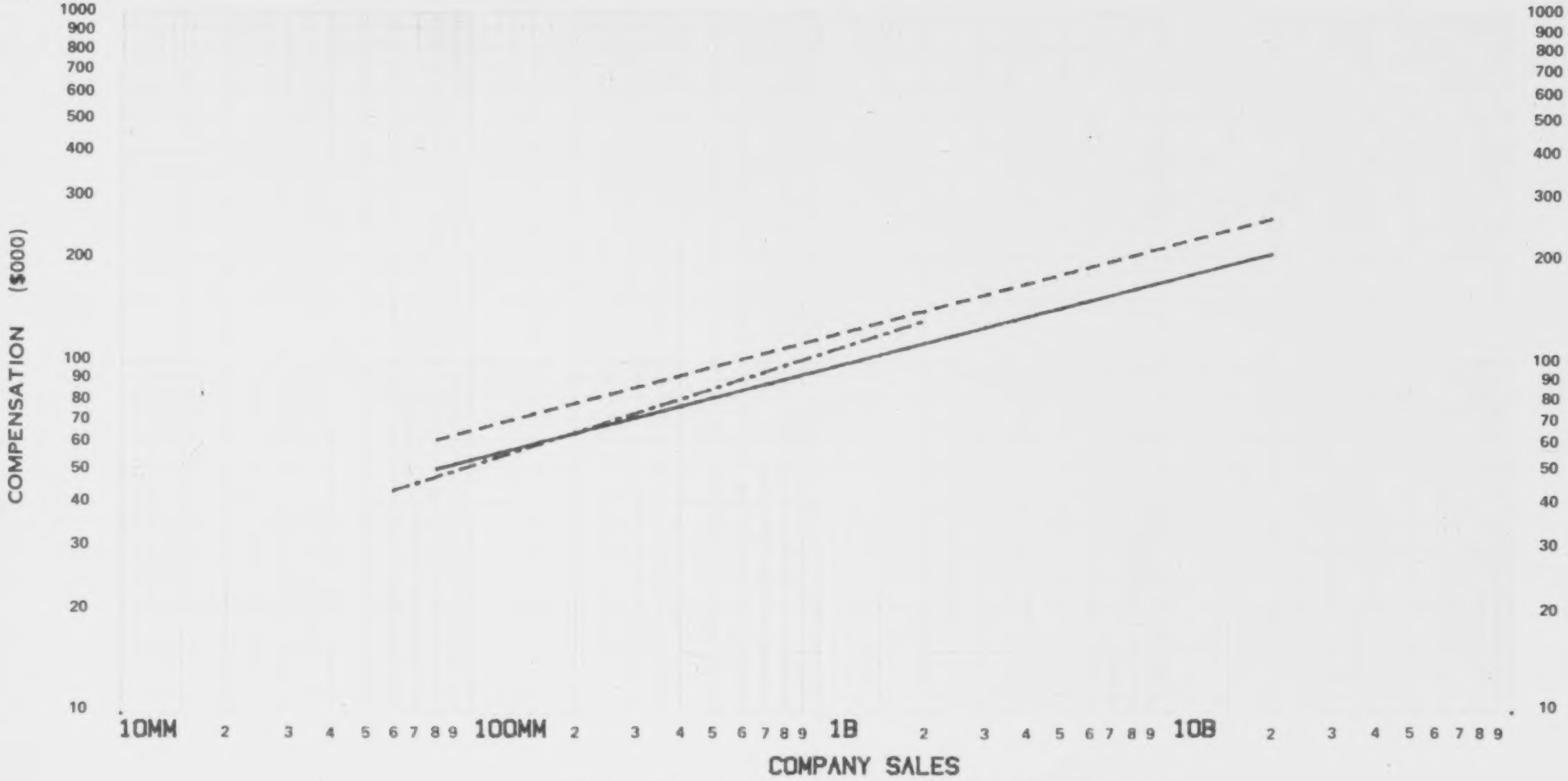
FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 3 - CHIEF FINANCIAL OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$499.9	CEO/PRESIDENT	$120.0	$ 15.8	$135.8				
TO	CEO/PRESIDENT	100.0	36.6	136.6		$ 60.2	$ 75.2	$ 96.3
$250.0	C.O.O.	95.0	0.0	95.0				
	CEO/PRESIDENT	90.0	12.5	102.5		82.0	94.0	106.0
	CEO/PRESIDENT	85.1	15.2	100.3				
	CEO/PRESIDENT	75.0	0.0	75.0				
	CEO/PRESIDENT	72.0	0.0	72.0				72.0
	C.O.O.				$ 69.5			
	SENIOR V.P.	67.6	17.6	85.2		65.0	77.5	90.0
	CEO/PRESIDENT	66.0	13.2	79.2		54.6	74.2	87.3
	C.O.O.	51.0	1.3	52.3				
	NO IN POSITION: 11							
$ 390.3	WEIGHTED GROUP AVG:	$ 82.2	$ 11.2	$ 93.4	$ 69.5			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 3 - CHIEF FINANCIAL OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$249.9	CEO/PRESIDENT	$130.0	$ 65.0	$195.0				
AND BELOW	CEO/PRESIDENT				$ 78.0			
	C.O.O.	75.8	0.0	75.8				
		72.0	0.0	72.0				
	CEO/PRESIDENT	70.0	25.0	95.0		$ 75.0	$ 94.0	$112.0
	CEO/PRESIDENT				68.6			
	CEO/PRESIDENT	65.0	19.5	84.5				
	CEO/PRESIDENT	62.4	9.4	71.8				
	CEO/PRESIDENT				59.0			
	CEO/PRESIDENT				56.0		56.0	
	BOARD OF DIR.				53.5			
	CEO/PRESIDENT	52.5	13.6	66.1				
					47.3			
	CEO/PRESIDENT	45.5	18.5	64.0				
	BOARD OF DIR.	39.0	60.0	99.0				
	C.O.O.				35.8			
	CEO/PRESIDENT	33.0	8.3	41.3				
	NO IN POSITION:	17						
$ 142.0	WEIGHTED GROUP AVG:	$ 64.5	$ 22.0	$ 86.4	$ 56.9			
	NO IN POSITION:	59						
$ 1092.5	POSITION AVERAGE:	$ 91.5	$ 28.8	$120.3	$ 87.9			

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.53	1.33
Bonus Co's Total Comp	- - - - - -	0.55	1.32
Nonbonus Co's Salary	—·—·—·	0.61	1.27



SURVEY POSITION #3 - CHIEF FINANCIAL OFFICER

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 4 - TOP OPERATING COMPANY EXECUTIVE

Accountable to a corporate Chief Executive Officer or group executive for the management of an autonomous operating company's or subsidiary's total business performance. Provides overall leadership and direction to the development of operating policies and objectives. Reviews the operational and financial progress of the company to assure achievement of goals and objectives. Provides general direction to merchandising, store operations and staff activities. Assures efficient organization practices, including management recruiting, employment and development. Prepares and recommends to corporate management strategic plans and objectives for continued growth, profitability and capital investments.

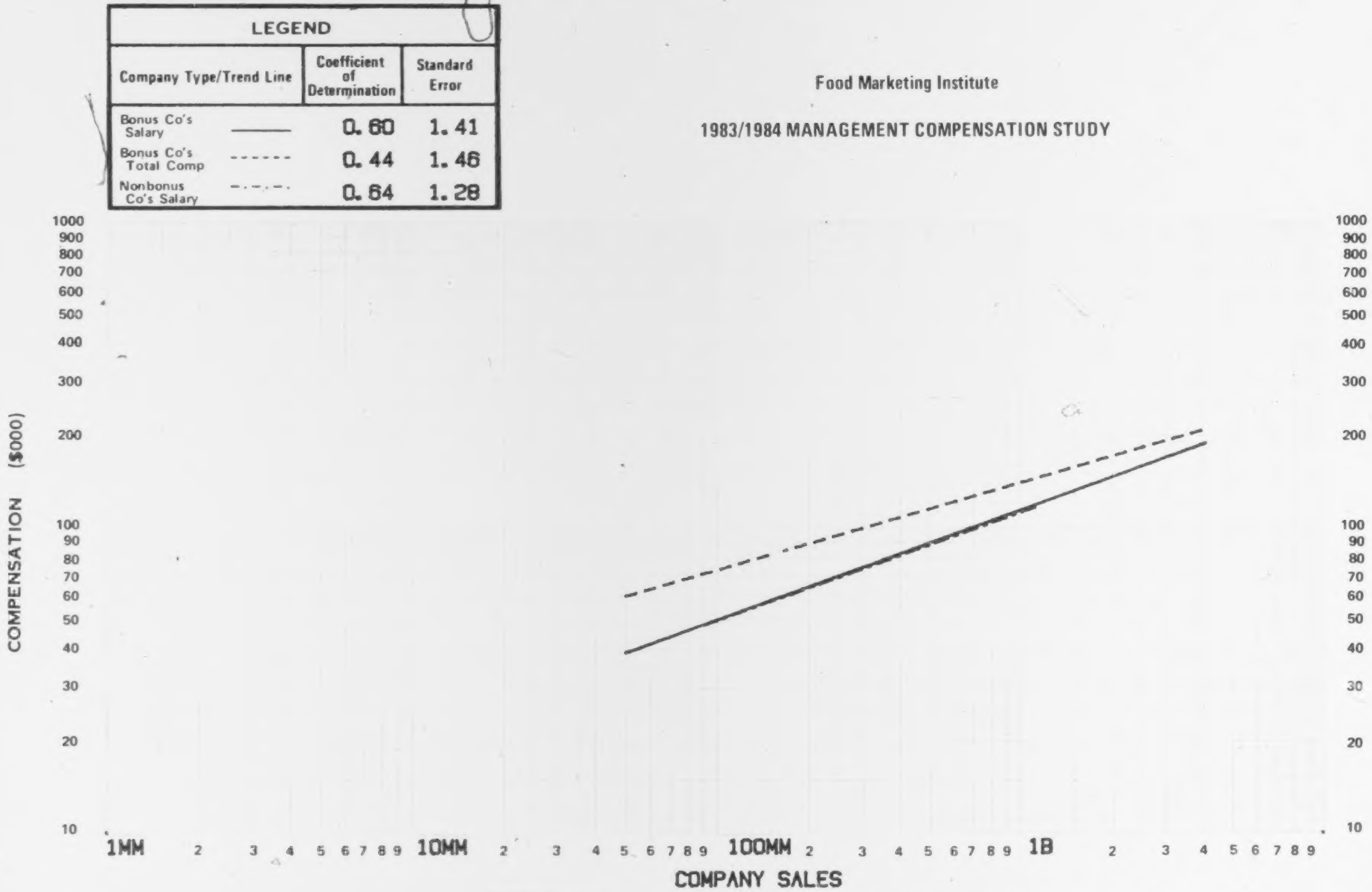
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$1000.0 AND ABOVE	CEO/PRESIDENT	$285.0	$115.3	$400.3		$188.3	$235.4	$282.5
	C.O.O.	225.0	118.0	343.0		174.0	235.0	296.0
	C.O.O.	175.0	17.1	192.1				
	CEO/PRESIDENT	145.0	0.0	145.0		121.0	159.2	197.4
	CEO/PRESIDENT	138.0	43.0	181.0				
	C.O.O.	130.0	0.0	130.0				
	C.O.O.				$115.5			
	BOARD OF DIR.	80.8	9.0	89.8				
	C.O.O.	64.0	19.0	83.0				53.5
	NO IN POSITION: 10							
$ 1812.0	WEIGHTED GROUP AVG:	$154.2	$ 35.7	$189.9	$115.5			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 4 - TOP OPERATING COMPANY EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$999.9	C.O.O.	$175.0	$ 15.8	$190.8		$136.0	$178.0	$220.0
TO	C.O.O.	170.0	56.6	226.6				
$250.0	C.O.O.	145.0	26.0	171.0		103.0	134.0	165.0
	C.O.O.	135.0	39.9	174.9		119.0	155.0	191.0
		130.0	20.0	150.0		127.0	158.7	190.4
	CEO/PRESIDENT	125.0	50.0	175.0		100.0	115.0	130.0
	EXEC. V.P.	108.0	63.9	171.9		107.1	131.4	155.3
	CEO/PRESIDENT				$105.0			
	C.O.O.	100.8	11.6	112.4		74.2	92.8	111.4
	CEO/PRESIDENT	100.0	13.6	113.6				
	CEO/PRESIDENT				97.5			
	CEO/PRESIDENT				95.2			
	CEO/PRESIDENT	75.0	7.0	82.0				
	CEO/PRESIDENT	72.0	0.0	72.0				72.0
	C.O.O.	68.0	13.6	81.6		41.5	62.3	80.3
	CEO/PRESIDENT	62.4	30.2	92.6				
	NO IN POSITION: 20							
$ 520.7	WEIGHTED GROUP AVG:	$101.9	$ 24.7	$126.6	$ 99.2			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 4 - TOP OPERATING COMPANY EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$249.9 AND BELOW		$ 72.0	$ 0.0	$ 72.0				
	CEO/PRESIDENT				$ 70.2			
	CEO/PRESIDENT	60.1	14.4	74.5				
	CEO/PRESIDENT				57.6			
	CEO/PRESIDENT	57.5	6.1	63.6				
	BOARD OF DIR.	57.4	20.0	77.4		$ 55.7	$ 65.6	$ 75.4
	C.O.O.	57.2	22.5	79.7		63.0	78.0	94.0
					47.3			
	CEO/PRESIDENT				44.0		44.0	
	BOARD OF DIR.	39.0	30.0	69.0				
	BOARD OF DIR.	30.0	80.0	110.0				
	NO IN POSITION: 13							
$ 134.7	WEIGHTED GROUP AVG:	$ 52.5	$ 24.1	$ 76.6	$ 54.8			
	NO IN POSITION: 43							
$ 704.3	POSITION AVERAGE:	$102.6	$ 27.4	$130.0	$ 79.0			



SURVEY POSITION #4 - TOP OPERATING COMPANY EXECUTIVE

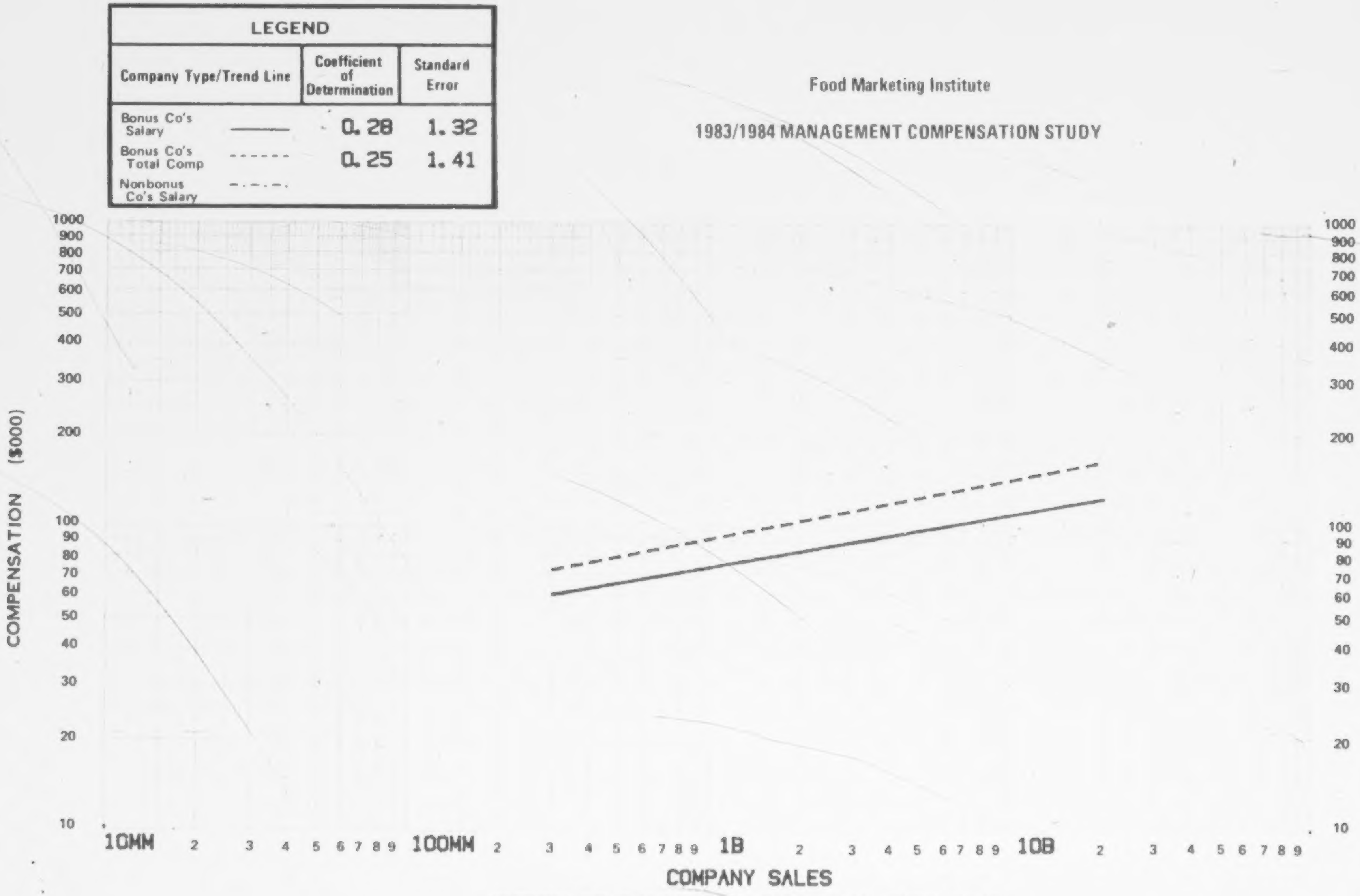
FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 5 - TOP LEGAL EXECUTIVE

Provides legal counsel and guidance in ordinary and special activities of the corporation to insure maximum protection of corporate legal rights. Assures Chief Executive Officer that corporate and divisional businesses operate within the limits of prescribed law. Directs defense and/or prosecution in suits or claims involving the corporation, subsidiaries, operating companies or divisions. Supervises the preparation of legal forms, reports, statements, etc., related to federal and state filings and regulations.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2000.0 AND ABOVE	CEO/PRESIDENT	$160.0	$ 62.5	$222.5		$121.0	$151.2	$181.5
	CEO/PRESIDENT	141.2	46.0	187.2		107.8	134.8	161.8
		140.0	13.7	153.7		89.0	116.0	143.0
	CEO/PRESIDENT	127.0	37.5	164.5		92.7	115.8	139.0
	C.O.O.	100.0	23.5	123.5				
	CEO/PRESIDENT	80.0	26.7	106.7				60.5
	EXEC. V.P.	80.0	11.0	91.0				
	CEO/PRESIDENT	75.0	20.0	95.0		52.3	69.7	87.1
	BOARD OF DIR.	73.1	18.5	91.6				
	NO IN POSITION: 9							
$ 5279.6	WEIGHTED GROUP AVG:	$108.5	$ 28.8	$137.3				
$1999.9 TO $1000.0	CEO/PRESIDENT	$ 98.3	$ 25.3	$123.6		$ 70.1	$ 87.6	$105.1
	CEO/PRESIDENT				$ 87.5			
	CEO/PRESIDENT	77.2	94.2	171.4				
	CEO/PRESIDENT	67.6	28.7	96.3				67.6
	CEO/PRESIDENT	49.0	10.2	59.2		34.0	42.5	51.0
	BOARD OF DIR.	45.0	0.0	45.0		66.8	85.6	104.4
	NO IN POSITION: 6							
$ 1332.9	WEIGHTED GROUP AVG:	$ 67.4	$ 31.7	$ 99.1	$ 87.5			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 5 - TOP LEGAL EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9	CEO/PRESIDENT	$100.0	$ 22.8	$122.8				
AND BELOW	CEO/PRESIDENT	95.8	20.0	115.8		$ 73.5	$ 91.8	$110.2
	C.O.O.	85.0	28.3	113.3				
	C.O.O.	80.0	13.0	93.0		63.0	81.0	99.0
	CEO/PRESIDENT	66.0	0.0	66.0		48.6	59.7	70.7
	CEO/PRESIDENT				$ 60.0		60.0	
	VICE PRESIDENT				60.0	57.3	70.4	83.1
	CEO/PRESIDENT	37.5	5.4	42.9				
	BOARD OF DIR.				35.0	26.0	33.0	40.0
	NO IN POSITION: 9							
$ 521.5	WEIGHTED GROUP AVG:	$ 77.4	$ 14.9	$ 92.3	$ 51.7			
	NO IN POSITION: 24							
$ 2508.6	POSITION AVERAGE:	$ 88.9	$ 25.4	$114.3	$ 60.6			



Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.28	1.32
Bonus Co's Total Comp	- - - - - -	0.25	1.41
Nonbonus Co's Salary	–.–.–.		

SURVEY POSITION #5 - TOP LEGAL EXECUTIVE

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 6 - CONTROLLER

Directs the corporate or operating company accounting function. Recommends accounting policies and procedures. Oversees the preparation and interpretation of accounting reports, forecasts, budgets, expenses, and operating results. Consolidates financial data in period (i.e., monthly, quarterly, etc.) reports on operations. Develops and maintains financial procedures covering the company's inventories. Works with the company's independent auditors on annual financial audit. Prepares annual financial statements for corporate management review. Typically, this position reports to the Chief Financial Officer. (If Controller is Chief Financial Officer, report data under Survey Position #3.)

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2000.0	SENIOR V.P.				$139.0			
AND ABOVE	CEO/PRESIDENT	$117.0	$ 38.4	$155.4		$ 87.6	$199.3	$131.3
	SENIOR V.P.	107.5	9.8	117.3		89.0	116.0	143.0
	GROUP EXEC.	105.0	31.2	136.2		87.8	109.7	131.6
	CEO/PRESIDENT	87.0	22.0	109.0		58.4	77.9	97.4
	EXEC. V.P.	85.0	38.9	123.9		69.0	90.0	111.0
	C.O.O.	83.5	12.0	95.5				
	SENIOR V.P.	82.0	18.4	100.4		69.4	86.8	104.2
	EXEC. V.P.	76.6	8.0	84.6				
	GROUP EXEC.				50.0	48.1	60.1	72.0
	NO IN POSITION:	10						
$ 5000.3	WEIGHTED GROUP AVG:	$ 93.0	$ 22.3	$115.3	$ 94.5			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 6 - CONTROLLER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1999.9	EXEC. V.P.	$ 88.0	$ 20.7	$108.7				
TO	EXEC. V.P.	77.0	0.0	77.0		$ 46.2	$ 58.5	$ 70.7
$750.0	CEO/PRESIDENT				$ 73.5	54.9	68.6	82.3
	SENIOR V.P.	64.5	4.9	69.4		48.8	63.3	77.8
	SENIOR V.P.	63.2	20.1	83.3				
	CEO/PRESIDENT	59.0	5.0	64.0				59.0
	C.O.O.	54.6	6.3	60.9				
	CEO/PRESIDENT				51.1			
	VICE PRESIDENT				46.0	43.4	53.3	62.9
	SENIOR V.P.	46.0	6.3	52.3				
	VICE PRESIDENT	45.1	0.0	45.1		39.9		63.9
	SENIOR V.P.	44.0	6.1	50.1		34.0	42.5	51.0
	NO IN POSITION: 12							
$ 1243.9	WEIGHTED GROUP AVG:	$ 60.2	$ 7.7	$ 67.9	$ 56.9			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 6 - CONTROLLER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$749.9	C.O.O.				$ 77.5			
TO	SENIOR V.P.	$ 66.7	$ 3.4	$ 70.1				
$500.0	SENIOR V.P.				60.0	$ 48.3	$ 60.4	$ 72.5
	SENIOR V.P.	55.9	4.3	60.2		44.8	56.0	67.2
	VICE PRESIDENT	54.0	6.0	60.0				
	VICE PRESIDENT	49.8	0.0	49.8				
	VICE PRESIDENT	47.0	4.0	51.0		46.2	57.8	69.3
	SENIOR V.P.	46.0	5.2	51.2		36.6	45.2	53.8
	EXEC. V.P.	43.0	14.3	57.3				
	VICE PRESIDENT	42.0	9.7	51.7				
	CEO/PRESIDENT	41.6	9.0	50.6				
	CEO/PRESIDENT				40.8			
	EXEC. V.P.	40.3	2.7	43.0		38.5	51.4	64.3
	VICE PRESIDENT	39.0	0.0	39.0		38.9	47.2	55.5
	VICE PRESIDENT	35.0	50.0	85.0				
	NO IN POSITION: 15							
$ 604.1	WEIGHTED GROUP AVG:	$ 46.7	$ 9.0	$ 55.7	$ 59.4			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 6 - CONTROLLER

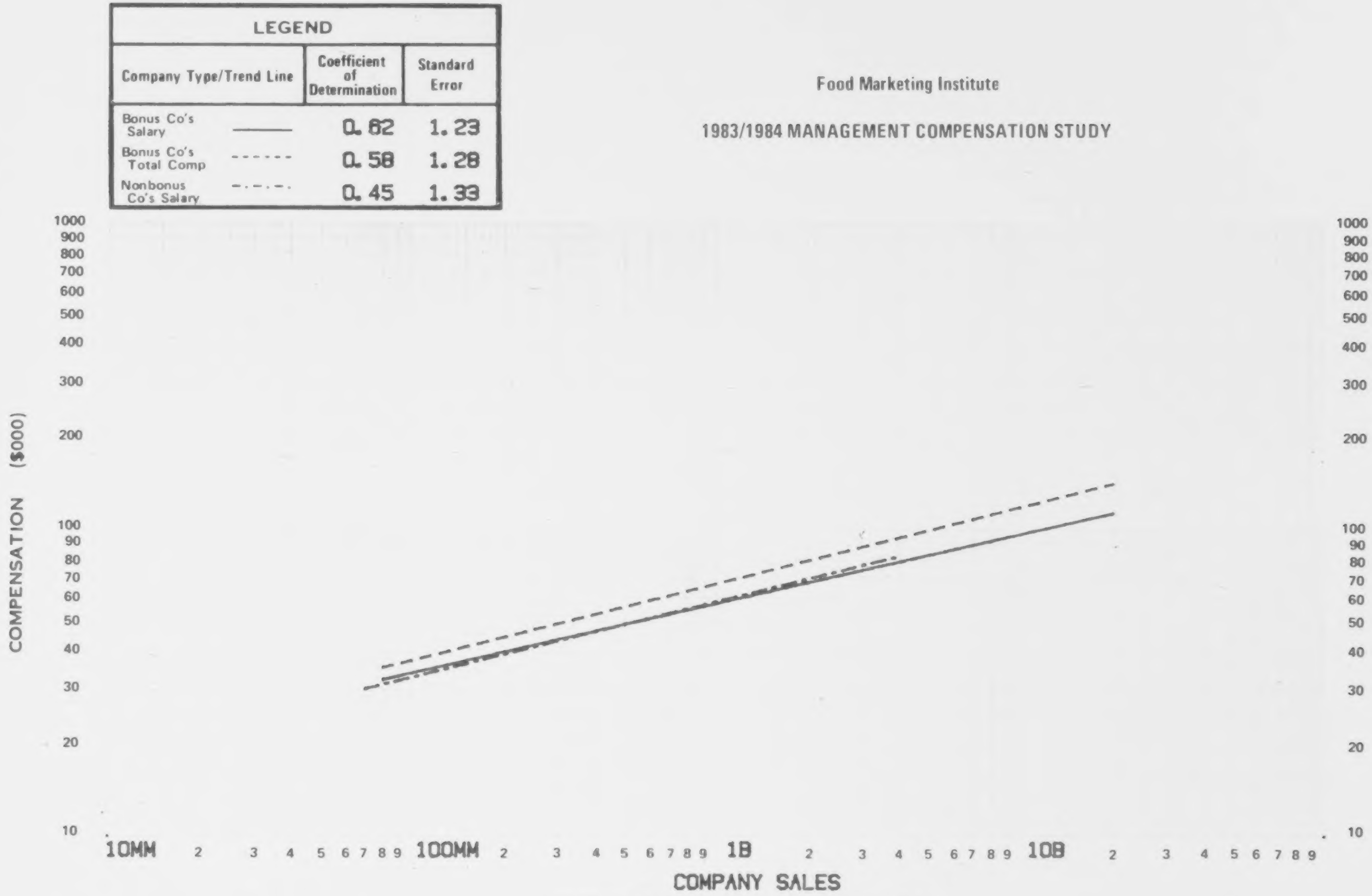
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9	C.O.O.	$ 65.0	$ 13.0	$ 78.0		$ 55.0	$ 71.0	$ 87.0
TO	C.O.O.	57.5	8.5	66.0		49.0	63.0	77.0
$250.0	C.O.O.	48.0	1.3	49.3				
	EXEC. V.P.	46.7	4.4	51.1				
	VICE PRESIDENT	46.6	0.0	46.6				
	GROUP EXEC.				$ 45.5	40.0	43.0	46.0
	SENIOR V.P.	45.0	0.0	45.0				
	C.O.O.				45.0			
	VICE PRESIDENT	43.7	4.7	48.4				
	CEO/PRESIDENT	40.0	10.0	50.0				
	VICE PRESIDENT	39.7	6.7	46.4		31.8	39.7	49.7
	C.O.O.				36.9			
	VICE PRESIDENT				35.0	32.0	39.0	46.0
	SENIOR V.P.	35.0	0.0	35.0				35.0
	NO IN POSITION: 14							
$ 362.4	WEIGHTED GROUP AVG:	$ 46.7	$ 4.9	$ 51.6	$ 40.6			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 6 - CONTROLLER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$249.9	CEO/PRESIDENT	$ 49.0	$ 0.0	$ 49.0				
AND BELOW	VICE PRESIDENT	48.5	16.0	64.5				
	CEO/PRESIDENT				$ 48.0			
	CEO/PRESIDENT				45.1			
	VICE PRESIDENT	45.0	15.0	60.0		$ 49.0	$ 61.0	$ 73.0
	CEO/PRESIDENT				44.0			
	C.O.O.				41.6	25.0	35.0	45.0
	GROUP EXEC.				38.0			
	C.O.O.	36.7	0.0	36.7				
	C.O.O.				36.4		36.4	
	CEO/PRESIDENT	36.0	6.1	42.1				
	CEO/PRESIDENT	35.8	5.1	40.9				
					32.8			
	C.O.O.	32.0	0.0	32.0				
	CEO/PRESIDENT				25.0			
	NO IN POSITION: 15							
$ 142.2	WEIGHTED GROUP AVG:	$ 40.4	$ 6.1	$ 46.5	$ 38.9			
	NO IN POSITION: 66							
$ 1230.3	POSITION AVERAGE:	$ 56.4	$ 9.8	$ 66.2	$ 50.6			

Food Marketing Institute

1983/1984 MANAGEMENT COMPENSATION STUDY



LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.62	1.23
Bonus Co's Total Comp	- - - - - -	0.58	1.28
Nonbonus Co's Salary	-.-.-.-	0.45	1.33

SURVEY POSITION #6 - CONTROLLER

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 7 - TOP AUDIT EXECUTIVE

Responsible for the verification of internal accounting, statistical and general corporate records. Determines the reliability and effectiveness of financial management control systems and implements new systems to assure compliance with corporate accounting's systems, procedures and methods. Responsible for legal compliance and the detection and prevention of fraud. May be the company representative to outside agencies, if necessary.

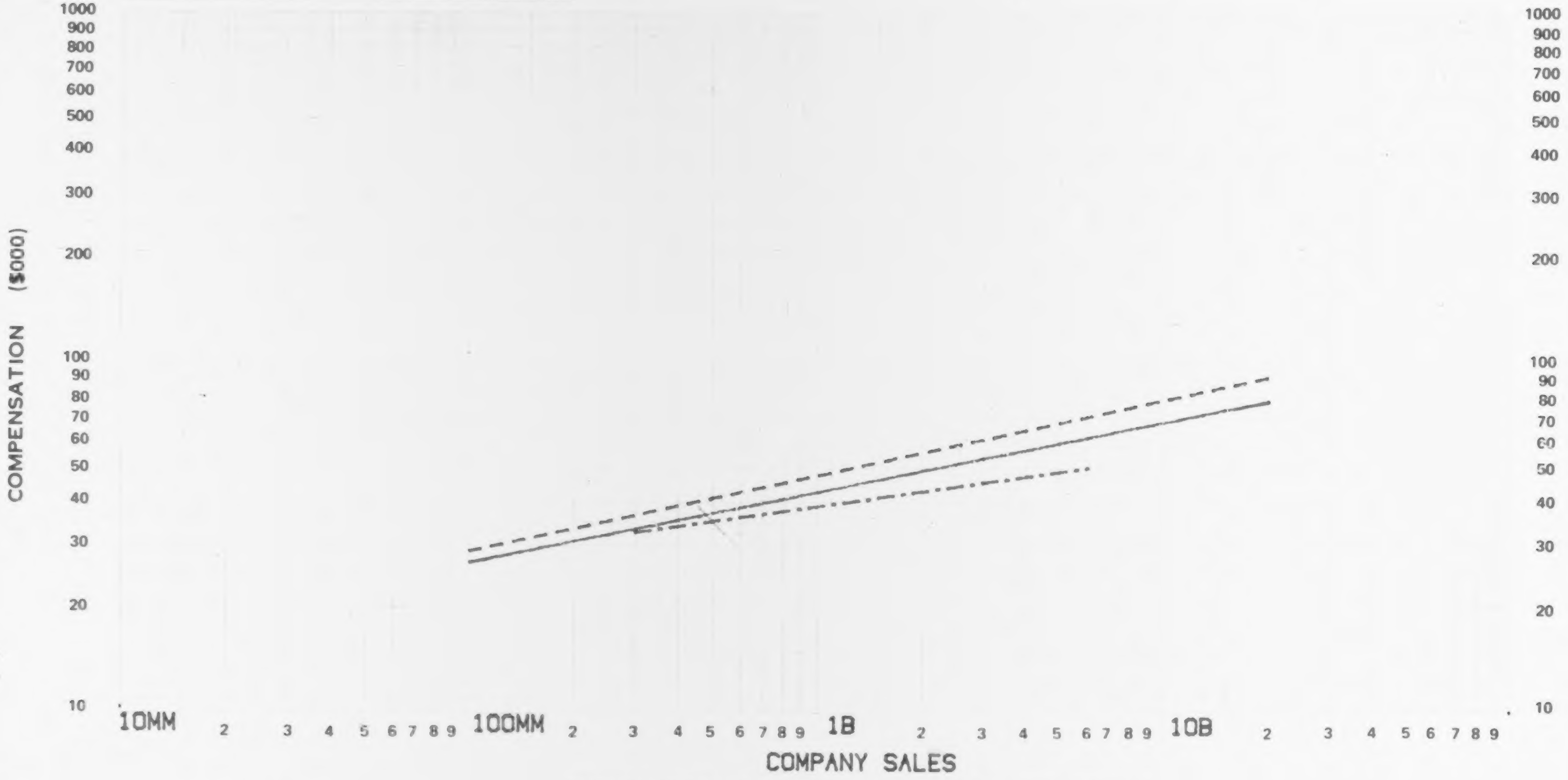
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1000.0 AND ABOVE	GROUP EXEC.	$ 95.0	$ 15.6	$110.6		$ 69.0	$ 86.2	$103.4
	SENIOR V.P.	61.9	10.0	71.9				
	VICE PRESIDENT	61.2	17.2	78.4		52.0	65.0	78.0
	SENIOR V.P.				$ 58.0	54.0	70.0	86.0
	SENIOR V.P.				53.0			
	C.O.O.	50.7	12.0	62.7		36.6		58.5
	CEO/PRESIDENT	50.5	5.1	55.6		38.9	48.6	58.3
	SENIOR V.P.	49.8	3.7	53.5		41.4	53.7	66.0
	VICE PRESIDENT	46.2	8.8	55.0		37.8	47.3	56.7
					45.4	36.7	45.0	53.3
	VICE PRESIDENT				44.2	35.3	38.3	47.9
	VICE PRESIDENT	44.0	3.0	47.0		38.0	50.6	63.3
	C.O.O.	42.0	4.0	46.0				
	EXEC. V.P.				35.8	34.1	42.9	51.8
	VICE PRESIDENT				34.0	38.2	48.3	58.5
	VICE PRESIDENT				30.4	28.5	33.9	39.2
	NO IN POSITION:	16						
$ 3617.0	WEIGHTED GROUP AVG:	$ 55.7	$ 8.8	$ 64.5	$ 43.0			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 7 - TOP AUDIT EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9 TO $500.0	EXEC. V.P.	$ 54.0	$ 10.0	$ 64.0				
	EXEC. V.P.	50.0	16.7	66.7				
	C.O.O.				$ 50.0	$ 35.7	$ 44.6	$ 53.5
	SENIOR V.P.	47.1	2.1	49.2		37.6	47.0	56.4
	CEO/PRESIDENT	39.0	2.5	41.5				
	SENIOR V.P.				35.0	27.4	34.2	41.0
	VICE PRESIDENT	31.5	0.0	31.5		26.1	30.6	35.8
	EXEC. V.P.	30.0	0.0	30.0		27.2	36.3	45.4
	VICE PRESIDENT				29.7	29.7	36.4	43.1
	SENIOR V.P.				29.5	27.0	33.0	39.0
	VICE PRESIDENT	29.0	1.3	30.3				
	VICE PRESIDENT	24.8	1.4	26.2		18.6	23.9	29.2
	NO IN POSITION:	12						
$ 655.2	WEIGHTED GROUP AVG:	$ 38.2	$ 4.2	$ 42.4	$ 36.1			
$499.9 AND BELOW	EXEC. V.P.	$ 37.9	$ 3.4	$ 41.3				
	ASST. V.P./DIR				$ 36.0			
	BOARD OF DIR.				35.0	$ 30.9	$ 38.6	$ 44.1
	GROUP EXEC.				33.8	30.0	32.5	35.0
	C.O.O.				33.5			
	VICE PRESIDENT	32.2	1.3	33.5				
	VICE PRESIDENT	30.0	7.0	37.0				
	EXEC. V.P.	28.7	3.0	31.7				
	NO IN POSITION:	8						
$ 301.5	WEIGHTED GROUP AVG:	$ 32.2	$ 3.7	$ 35.9	$ 34.6			
	NO IN POSITION:	36						
$ 1892.9	POSITION AVERAGE:	$ 44.5	$ 6.1	$ 50.6	$ 38.9			

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.62	1.23
Bonus Co's Total Comp	------	0.54	1.30
Nonbonus Co's Salary	-·-·-·	0.35	1.20



SURVEY POSITION #7 - TOP AUDIT EXECUTIVE

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 8 - TOP DATA PROCESSING EXECUTIVE

Directs the data processing function of the corporation or operating company. Analyzes management needs regarding information retrieval, data control and expanded use of computer and data processing equipment in company operations. Provides advice and counsel to management concerning the application of computer techniques to business requirements. Evaluates and oversees divisional/regional data processing operations. Recommends the location, type, size and equipment for data processing installations in divisional/regional organizations. Audits EDP systems and operations within divisional organizations. Maintains contact with professional associations, hardware/software companies, etc., and recommends to management new computer equipment and applications to improve business operations.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2000.0 AND ABOVE	EXEC. V.P.	$113.4	$ 23.0	$136.4				
	GROUP EXEC.	108.6	30.5	139.1		$ 77.7	$ 97.1	$116.5
	SENIOR V.P.				$ 87.5	93.0	122.0	151.0
	VICE PRESIDENT	84.5	21.9	106.4		68.4	85.6	102.7
		78.0	9.5	87.5				
	EXEC. V.P.	78.0	24.7	102.7		60.5	80.7	100.9
	EXEC. V.P.	75.0	27.1	102.1		630.0	81.0	99.0
	C.O.O.				70.0			
	C.O.O.	67.5	17.8	85.3				60.5
	NO IN POSITION:	9						
$ 4897.8	WEIGHTED GROUP AVG:	$ 86.4	$ 22.1	$108.5	$ 78.8			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 8 - TOP DATA PROCESSING EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1999.9	CEO/PRESIDENT	$ 85.0	$139.4	$224.4				
TO	VICE PRESIDENT	83.9	23.8	107.7		$ 56.7	$ 70.9	$ 85.1
$1000.0	EXEC. V.P.	75.0	0.0	75.0		46.2	58.5	70.7
	SENIOR V.P.				$ 70.0			
	SENIOR V.P.	65.0	0.0	65.0		48.8	63.3	77.8
	CEO/PRESIDENT	62.4	8.4	70.8				62.4
	BOARD OF DIR.	57.2	6.0	63.2				
	CEO/PRESIDENT				54.0	48.6	60.7	72.8
	VICE PRESIDENT	53.0	0.0	53.0		39.9		63.9
	EXEC. V.P.				49.4			
	EXEC. V.P.				45.9			
	SENIOR V.P.	44.0	6.3	50.3		34.0	42.5	51.0
	NO IN POSITION: 12							
$ 1373.7	WEIGHTED GROUP AVG:	$ 65.7	$ 23.0	$ 88.7	$ 54.8			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 8 - TOP DATA PROCESSING EXECUTIVE

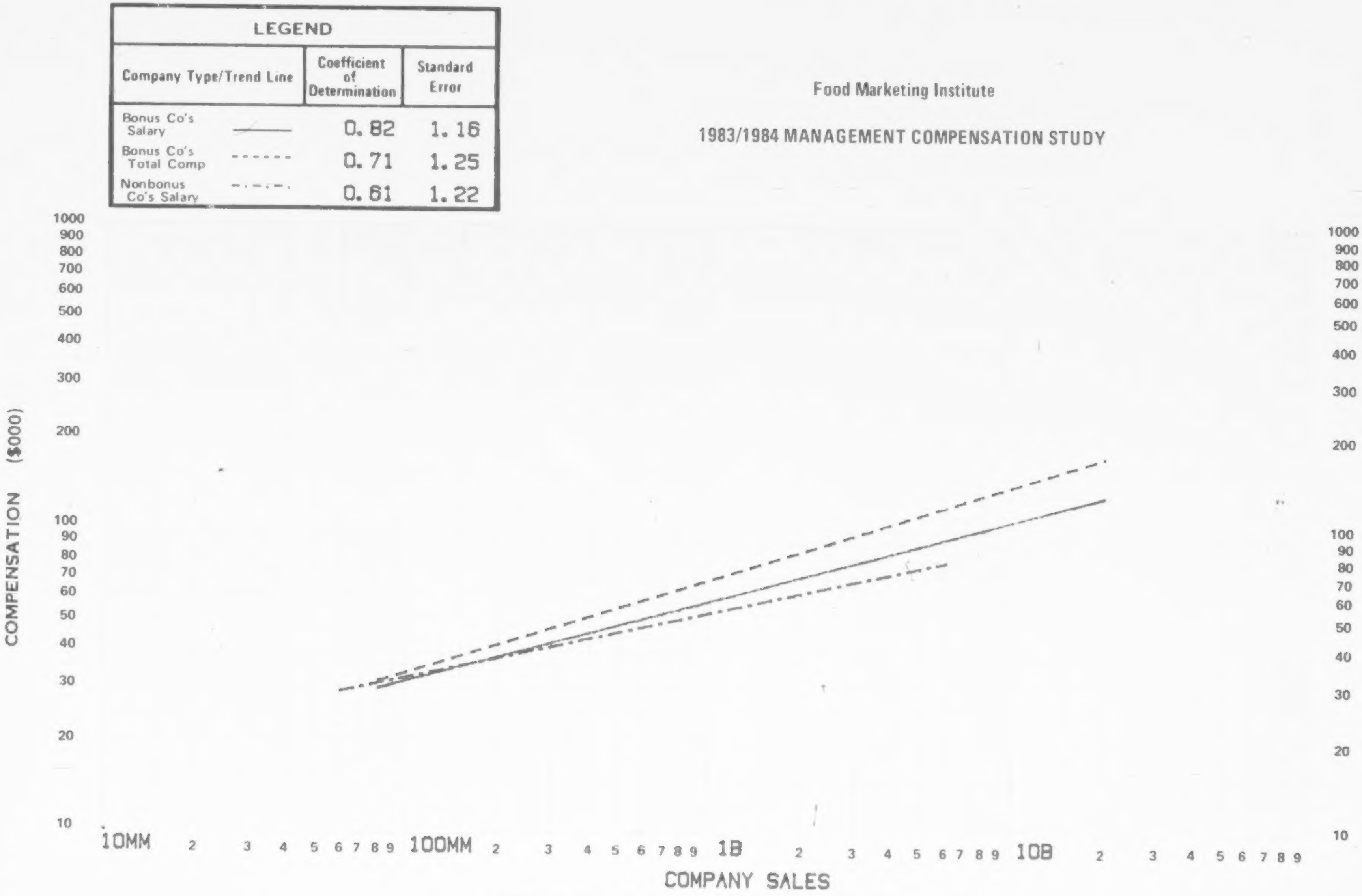
SCOPE COMPANY SALES ($MIL)		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$999.9	BOARD OF DIR.	$ 71.0	$ 4.0	$ 75.0		$ 50.5	$ 63.1	$ 75.7
TO	VICE PRESIDENT	66.0	12.2	78.2				
$500.0	SENIOR V.P.	60.4	4.3	64.7		44.8	56.0	67.2
	EXEC. V.P.	60.0	20.0	80.0				
	CEO/PRESIDENT				$ 56.6			
	CEO/PRESIDENT	55.0	10.5	65.5				
	C.O.O.	54.0	13.6	67.6		41.9	50.4	58.9
	CEO/PRESIDENT	52.8	8.3	61.1				
	C.O.O.				52.2	34.8	43.5	52.2
	SENIOR V.P.				51.0	30.9	45.0	59.1
	SENIOR V.P.	49.0	5.9	54.9		36.6	45.2	53.8
	VICE PRESIDENT	48.2	4.0	52.2		39.9	50.9	62.0
	CEO/PRESIDENT	48.0	6.0	54.0				
	VICE PRESIDENT	45.5	0.0	45.5				
	VICE PRESIDENT	45.0	35.0	80.0				
	EXEC. V.P.	45.0	2.6	47.6		30.2	40.3	50.4
	CEO/PRESIDENT	44.0	13.9	57.9				
	VICE PRESIDENT	43.8	0.0	43.8		43.4	52.9	62.5
	SENIOR V.P.				40.0	30.7	38.4	46.1
	NO IN POSITION: 19							
$ 643.9	WEIGHTED GROUP AVG:	$ 52.5	$ 9.4	$ 61.9	$ 50.0			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 8 - TOP DATA PROCESSING EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9 TO $250.0	C.O.O.				$ 58.0			
	EXEC. V.P.	$ 55.0	$ 0.0	$ 55.0				
	GROUP EXEC.				52.0	$ 35.0	$ 44.0	$ 53.0
	CEO/PRESIDENT	51.0	0.0	51.0				
	EXEC. V.P.	50.0	1.3	51.3				
	C.O.O.	47.5	0.0	47.5				
	VICE PRESIDENT	44.0	3.1	47.1		34.4	41.1	47.8
	CEO/PRESIDENT	42.0	3.0	45.0				
	VICE PRESIDENT	42.0	7.0	49.0		36.6	45.8	57.7
	VICE PRESIDENT	39.7	3.4	43.1				
	C.O.O.				39.5			
	SENIOR V.P.	38.0	0.0	38.0				38.0
	ASST. V.P./DIR				35.9	25.2	32.8	37.1
	VICE PRESIDENT				26.0	24.0	31.0	38.0
	NO IN POSITION:	15						
$ 363.6	WEIGHTED GROUP AVG:	$ 45.1	$ 2.1	$ 47.2	$ 42.3			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 8 - TOP DATA PROCESSING EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$249.9					$ 48.6			
AND BELOW	C.O.O.	$ 41.6	$ 3.1	$ 44.7				
	C.O.O.				40.5		$ 40.5	
	ASST. V.P./DIR	40.0	6.0	46.0				
	GROUP EXEC.				38.4			
	EXEC. V.P.				37.0			
	VICE PRESIDENT	37.0	10.5	47.5				
	C.O.O.	36.7	0.0	36.7				
	BOARD OF DIR.	35.6	5.5	41.1		36.2	42.6	49.0
	C.O.O.				34.1			
	CEO/PRESIDENT	33.8	3.6	37.4				
	C.O.O.	32.0	0.0	32.0				
	VICE PRESIDENT	31.9	8.5	40.4		30.0	38.0	46.0
	CEO/PRESIDENT				31.2	20.0	30.0	35.0
	CEO/PRESIDENT				29.7			
	EXEC. V.P.				29.1			
	CEO/PRESIDENT	27.8	2.6	30.4				
	EXEC. V.P.	25.6	4.2	29.8				
	NO IN POSITION: 18							
$ 146.0	WEIGHTED GROUP AVG:	$ 34.2	$ 4.4	$ 38.6	$ 36.1			
	NO IN POSITION: 73							
$ 1108.0	POSITION AVERAGE:	$ 54.2	$ 10.9	$ 65.1	$ 46.8			



LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.82	1.16
Bonus Co's Total Comp	- - - - - -	0.71	1.25
Nonbonus Co's Salary	—·—·—·	0.61	1.22

SURVEY POSITION #8 - TOP DATA PROCESSING EXECUTIVE

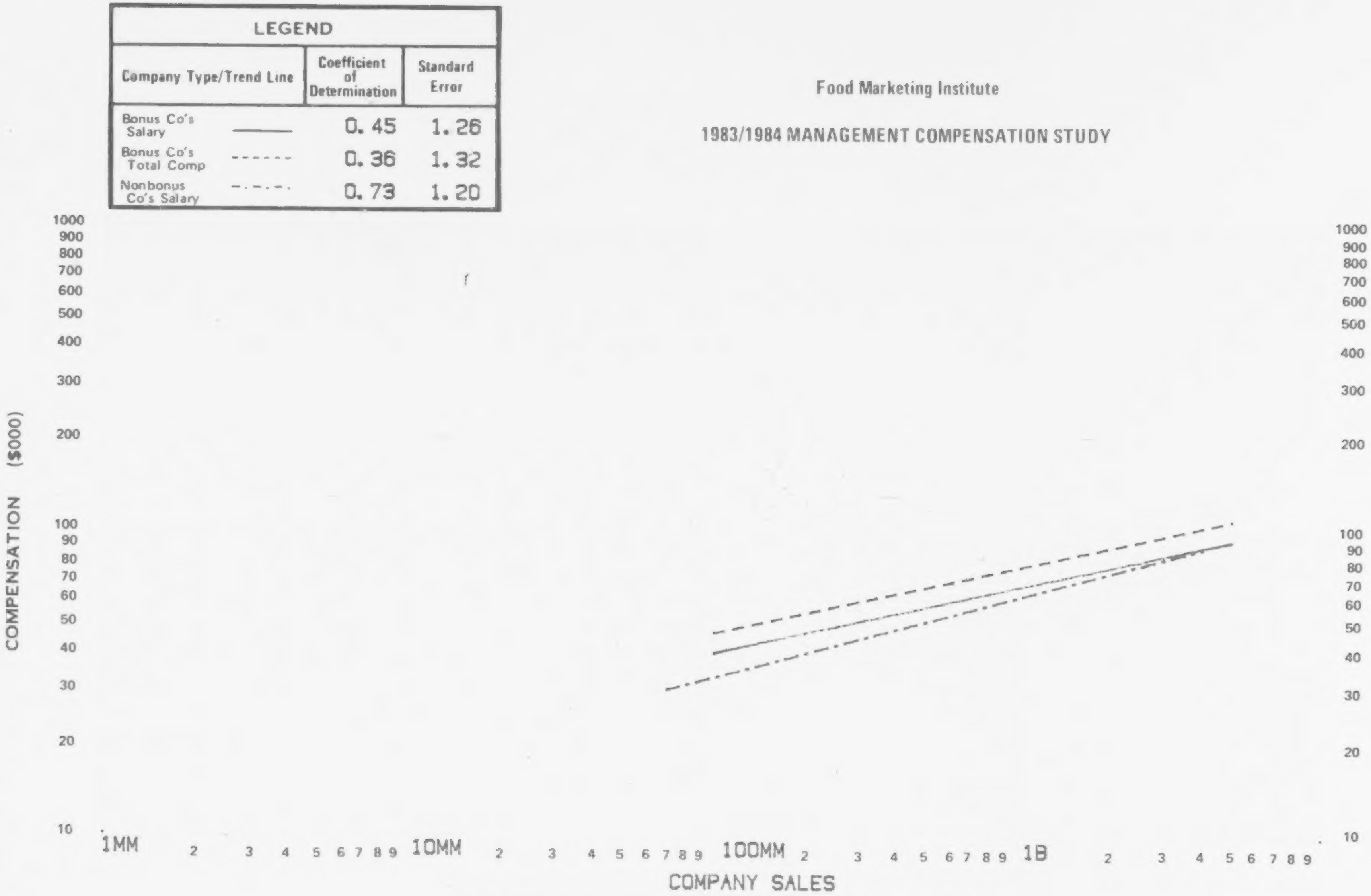
FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 9 - TOP PERSONNEL EXECUTIVE W. LABOR RELATIONS

Develops, recommends and implements personnel policies and procedures for the corporation or operating company. Manages personnel function, including employment, compensation, benefits, training, labor relations, and safety/health services. Assures the filling of present and future manpower requirements through the development and implementation of effective recruiting methods and selection techniques. Responsible for the administration of a formalized compensation and benefits program. Oversees the effective negotiation of labor agreements with company unions. Coordinates promotions, transfers and employee placements between company and divisional profit centers. Interprets personnel policy through bulletins, letters and manuals. Advises executives and managers regarding specific personnel problems. Represents the company at meetings of various community organizations and professional groups.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1000.0 AND ABOVE	CEO/PRESIDENT	$145.0	$ 44.7	$189.7		$107.7	$143.6	$179.5
	BOARD OF DIR.	83.1	9.0	92.1				
	CEO/PRESIDENT				$ 80.0			
	SENIOR V.P.				72.0			
	VICE PRESIDENT	64.0	5.2	69.2		48.8	63.3	77.8
	C.O.O.				48.2			
	NO IN POSITION: 6							
$ 2450.9	WEIGHTED GROUP AVG:	$ 97.4	$ 19.6	$117.0	$ 66.7			
$999.9 TO $500.0	GROUP EXEC.	$ 73.5	$ 31.3	$104.8		$ 57.3	$ 70.4	$ 83.1
	BOARD OF DIR.	72.5	5.2	77.7		68.0	85.1	102.1
	BOARD OF DIR.				$ 71.5			
	CEO/PRESIDENT				67.5			
	VICE PRESIDENT	61.0	0.0	61.0				
	CEO/PRESIDENT	55.0	0.0	55.0		48.6	59.7	70.7
	CEO/PRESIDENT	46.8	5.5	52.3				
	CEO/PRESIDENT				45.5			
	C.O.O.	44.5	2.5	47.0		34.0	45.3	56.7
	CEO/PRESIDENT	35.0	40.0	75.0				
	NO IN POSITION: 10							
$ 641.1	WEIGHTED GROUP AVG:	$ 55.5	$ 12.0	$ 67.5	$ 61.5			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 9 - TOP PERSONNEL EXECUTIVE W. LABOR RELATIONS

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$499.9	CEO/PRESIDENT	$ 65.0	$ 12.5	$ 77.5		$ 63.0	$ 70.0	$ 77.0
TO	CEO/PRESIDENT	60.0	8.5	68.5				
$250.0	CEO/PRESIDENT	60.0	22.0	82.0		42.5	53.1	67.4
	EXEC. V.P.	58.0	0.0	58.0				
	C.O.O.	52.0	6.1	58.1		44.0	53.0	62.0
	CEO/PRESIDENT	50.5	6.0	56.5		36.1	46.8	57.5
	CEO/PRESIDENT	50.0	0.0	50.0				50.0
	GROUP EXEC.				$ 46.8	42.9	45.9	48.9
	EXEC. V.P.	46.7	4.4	51.1				
	C.O.O.				45.2			
	C.O.O.	45.0	0.0	45.0				
	NO IN POSITION: 11							
$ 351.3	WEIGHTED GROUP AVG:	$ 54.1	$ 6.6	$ 60.7	$ 46.0			
$249.9	CEO/PRESIDENT	$ 65.0	$ 19.5	$ 84.5				
AND BELOW	C.O.O.	44.0	13.6	57.6				
	C.O.O.	40.0	0.0	40.0				
	EXEC. V.P.	37.0	10.0	47.0				
	VICE PRESIDENT				$ 35.4			
	C.O.O.				34.0			
	EXEC. V.P.				33.0	$ 25.0	$ 35.0	$ 40.0
	CEO/PRESIDENT				32.0			
	NO IN POSITION: 8							
$ 142.4	WEIGHTED GROUP AVG:	$ 46.5	$ 10.8	$ 57.3	$ 33.6			
	NO IN POSITION: 35							
$ 746.3	POSITION AVERAGE:	$ 58.9	$ 10.6	$ 69.5	$ 50.9			



LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.45	1.26
Bonus Co's Total Comp	------	0.36	1.32
Nonbonus Co's Salary	-.-.-.	0.73	1.20

SURVEY POSITION #9 - TOP PERSONNEL EXECUTIVE
W. LABOR RELATIONS

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 10 - TOP PERSONNEL EXECUTIVE W/O LABOR RELATIONS

Develops, recommends and implements personnel policies and procedures for the corporation or operating company. Manages personnel function, including employment, compensation, benefits, training, safety and health services. Assures the filling of present and future manpower requirements through the development and implementation of effective recruiting methods and selection techniques. Responsible for the administration of a formalized compensation and benefits program. Interprets personnel policy through bulletins, letters and manuals. Advises executives and managers regarding specific personnel problems. Represents the company at meetings of various community organizations and professional groups.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2000.0		$160.0	$ 29.6	$189.6		$103.0	$134.0	$165.0
AND ABOVE	C.O.O.	112.0	54.5	166.5		89.0	116.0	143.0
	VICE PRESIDENT	93.5	29.5	123.0		77.4	96.8	116.1
	CEO/PRESIDENT	84.0	18.9	102.9		71.8	89.7	107.7
	SENIOR V.P.	80.7	16.4	97.1		77.7	97.1	116.5
	GROUP EXEC.	54.0	19.0	73.0				48.0
	EXEC. V.P.	51.5	9.0	60.5		43.4	65.8	82.3
	SENIOR V.P.	50.0	5.0	55.0				
	NO IN POSITION:	8						
$ 5536.6	WEIGHTED GROUP AVG:	$ 85.7	$ 22.8	$108.5				
$1999.9	EXEC. V.P.	$ 64.5	$ 0.0	$ 64.5		$ 46.2	$ 48.3	$ 58.5
TO	C.O.O.	61.8	61.8	123.6				
$1000.0	VICE PRESIDENT	60.6	0.0	60.6		39.9		63.9
	CEO/PRESIDENT	51.6	18.1	69.7				51.6
	GROUP EXEC.	42.5	6.0	48.5		34.0	42.5	51.0
	NO IN POSITION:	5						
$ 1426.9	WEIGHTED GROUP AVG:	$ 56.2	$ 17.2	$ 73.4				

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 10 - TOP PERSONNEL EXECUTIVE W/O LABOR RELATIONS

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9	C.O.O.	$ 75.1	$ 7.2	$ 82.3		$ 58.3	$ 72.8	$ 87.4
TO	EXEC. V.P.	57.5	19.1	76.6				
$500.0	C.O.O.	47.7	9.3	57.0		38.0	45.6	53.1
	VICE PRESIDENT	40.0	5.4	45.4				
	CEO/PRESIDENT	36.0	8.2	44.2				
	SENIOR V.P.				$ 32.6	24.1	35.1	46.0
	NO IN POSITION: 6							
$ 636.9	WEIGHTED GROUP AVG:	$ 51.3	$ 9.8	$ 61.1	$ 32.6			
$499.9	VICE PRESIDENT	$ 44.0	$ 4.5	$ 48.5		$ 34.4	$ 41.1	$ 47.8
TO	C.O.O.				$ 43.3			
$250.0	EXEC. V.P.	42.0	1.1	43.1				
	C.O.O.				37.5	30.9	38.6	44.1
	VICE PRESIDENT	34.6	3.4	38.0				
	GROUP EXEC.				31.7	30.2	32.0	33.8
	VICE PRESIDENT	25.0	2.3	27.3				
	NO IN POSITION: 7							
$ 376.7	WEIGHTED GROUP AVG:	$ 36.4	$ 2.8	$ 39.2	$ 37.5			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 10 - TOP PERSONNEL EXECUTIVE W/O LABOR RELATIONS

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$249.9 AND BELOW	C.O.O.	$ 78.0	$ 25.0	$103.0		$ 70.0	$ 88.0	$105.0
	BOARD OF DIR.	47.5	6.8	54.3		47.4	55.8	64.2
	CEO/PRESIDENT	42.0	5.3	47.3				
	CEO/PRESIDENT				$ 37.7			
	CEO/PRESIDENT				37.5			
	CEO/PRESIDENT				36.7			
	CEO/PRESIDENT	36.6	5.2	41.8				
	BOARD OF DIR.				32.5			
					32.4			
	BOARD OF DIR.	32.0	0.0	32.0				
	VICE PRESIDENT				31.2			
	CEO/PRESIDENT				29.9		29.9	
	NO IN POSITION: 13							
$ 138.8	WEIGHTED GROUP AVG:	$ 47.2	$ 8.5	$ 55.7	$ 33.8			
	NO IN POSITION: 39							
$ 1530.5	POSITION AVERAGE:	$ 59.4	$ 13.8	$ 73.2	$ 34.6			

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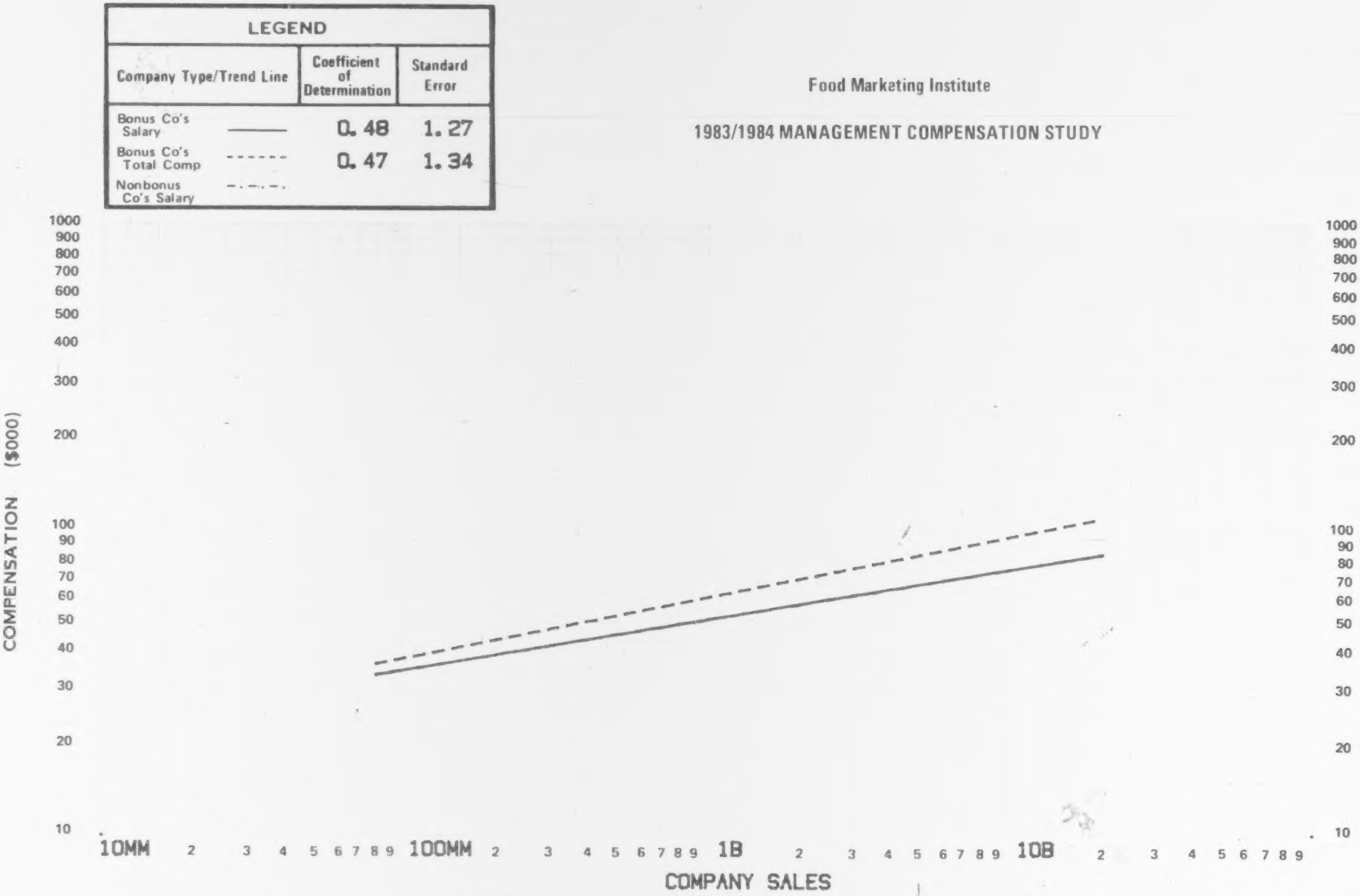
1983/1984 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #10 - TOP PERSONNEL EXECUTIVE
W/O LABOR RELATIONS

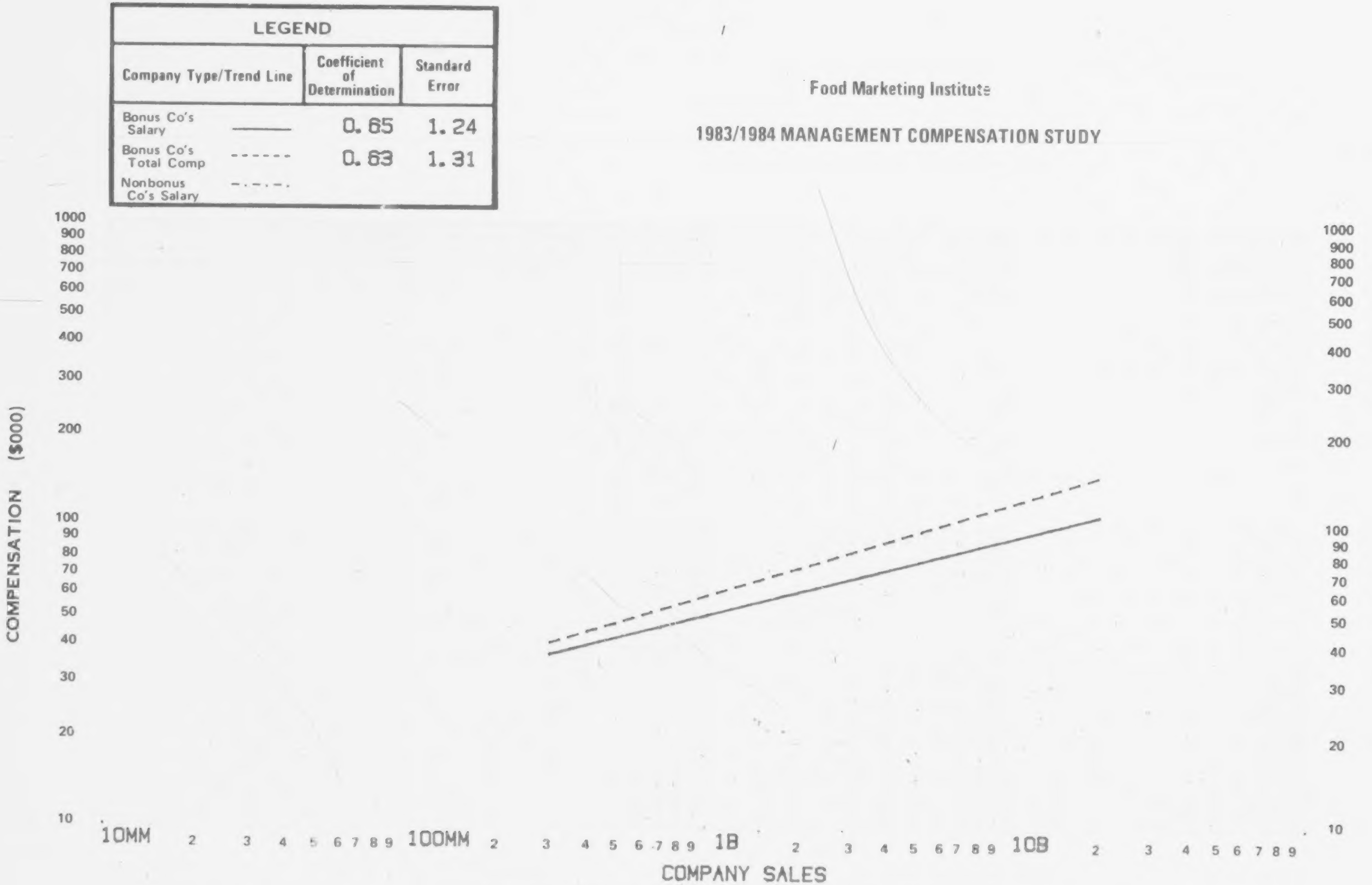
FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 11 - TOP LABOR RELATIONS EXECUTIVE

Directs the effective negotiation of labor agreements and performs other labor relations activities, including major grievances, mediation, arbitration and N.L.R.B. matters. Projects labor costs from pending and new labor agreements. Interprets and communicates language of new labor agreement to managers and supervisors.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1000.0 AND ABOVE	EXEC. V.P.	$108.0	$ 34.7	$142.7		$ 77.4	$ 96.8	$116.1
	CEO/PRESIDENT	105.0	0.0	105.0		60.7	77.8	94.9
	CEO/PRESIDENT	100.0	27.5	127.5		81.4	101.7	122.1
	C.O.O.	92.0	18.3	110.3		77.7	97.1	116.5
	SENIOR V.P.	68.3	6.8	75.1				
	C.O.O.	65.4	47.9	113.3				
	VICE PRESIDENT	65.0	0.0	65.0		39.9		63.9
	GROUP EXEC.	65.0	23.4	88.4		49.0	63.0	77.0
	EXEC. V.P.	65.0	16.2	81.2		49.4	65.8	82.3
	VICE PRESIDENT				$ 55.0			
	GROUP EXEC.	54.0	19.0	73.0				48.0
	DIV. V.P./MGR.	50.3	7.7	58.0				
	GROUP EXEC.	42.5	6.0	48.5		34.0	42.5	51.0
	NO IN POSITION:	13						
$ 3720.4	WEIGHTED GROUP AVG:	$ 73.4	$ 17.3	$ 90.7	$ 55.0			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 11 - TOP LABOR RELATIONS EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9 AND BELOW	CEO/PRESIDENT	$100.0	$ 22.5	$122.5				
	CEO/PRESIDENT	66.0	10.0	76.0		$ 51.2	$ 64.0	$ 76.8
	C.O.O.				$ 52.5	48.3	60.4	72.5
	DIV. V.P./MGR.	49.0	2.0	51.0		39.2	49.0	58.8
	DIV. V.P./MGR.				45.7	32.0	40.0	48.0
	VICE PRESIDENT	44.5	7.5	52.0		41.0	48.0	55.0
	VICE PRESIDENT	39.0	0.0	39.0		31.2	37.0	43.0
	VICE PRESIDENT	39.0	6.0	45.0				
	VICE PRESIDENT	35.3	3.5	38.8				
	VICE PRESIDENT	31.5	2.0	33.5		22.9	30.4	37.8
	NO IN POSITION: 10							
$ 555.9	WEIGHTED GROUP AVG:	$ 50.5	$ 6.7	$ 57.2	$ 49.1			
	NO IN POSITION: 23							
$ 2344.5	POSITION AVERAGE:	$ 64.2	$ 13.1	$ 77.3	$ 51.1			



SURVEY POSITION #11 - TOP LABOR RELATIONS
EXECUTIVE

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 12 - TRAINING & MANAGEMENT DEVELOPMENT EXEC.

Analyzes management development and training needs. Develops, organizes, implements, and may conduct all training and development programs to improve skills, knowledge and performance of staff and store level personnel. May conduct orientation programs for new and newly-promoted employees. Recommends and implements educational and career development opportunities.

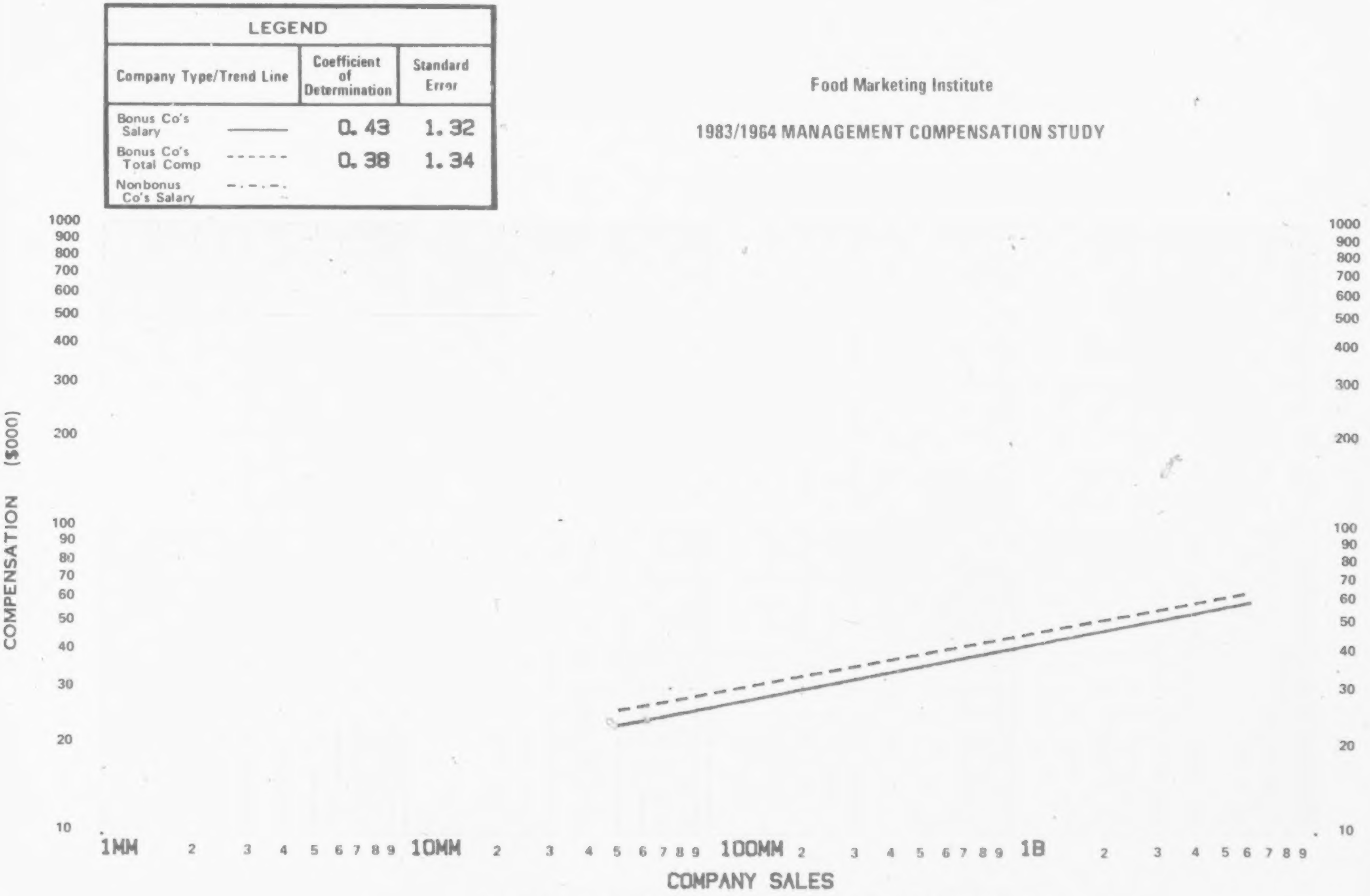
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2000.0 AND ABOVE	SENIOR V.P.	$ 76.6	$ 7.6	$ 84.2				
	VICE PRESIDENT	68.8	9.0	77.8		$ 47.3	$ 59.1	$ 71.0
	VICE PRESIDENT	57.0	7.1	64.1		53.8	67.2	80.7
	VICE PRESIDENT	54.0	9.3	63.3		49.1	61.4	73.7
	EXEC. V.P.	46.0	2.8	48.8		43.1	57.4	71.8
	VICE PRESIDENT				$ 36.6	33.0	40.8	48.6
	NO IN POSITION:	6						
$ 6048.6	WEIGHTED GROUP AVG:	$ 60.5	$ 7.1	$ 67.6	$ 36.6			
$1999.9 TO $1000.0	CEO/PRESIDENT	$ 56.9	$ 6.8	$ 63.7				$ 56.9
	EXEC. V.P.	54.5	0.0	54.5		42.0	53.2	64.3
	VICE PRESIDENT	50.0	9.2	59.2				
	ASST. V.P./DIR				$ 44.2	33.3	40.0	46.8
	ASST. V.P./DIR	43.5	2.1	45.6		33.8	41.7	49.6
	CEO/PRESIDENT				42.0			
	VICE PRESIDENT				41.0			
	VICE PRESIDENT	32.0	3.3	35.3		26.9	33.7	40.4
	ASST. V.P./DIR				23.0	17.6		25.5
	NO IN POSITION:	9						
$ 1353.8	WEIGHTED GROUP AVG:	$ 47.4	$ 4.3	$ 51.7	$ 37.6			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 12 - TRAINING & MANAGEMENT DEVELOPMENT EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$999.9 TO $500.0	EXEC. V.P.	$ 75.0	$ 17.6	$ 92.6				
	VICE PRESIDENT	52.1	4.5	56.6		$ 39.9	$ 50.9	$ 62.0
	VICE PRESIDENT				$ 50.5	39.5	48.4	57.3
	VICE PRESIDENT	36.0	5.1	41.1				
	VICE PRESIDENT	33.6	3.1	36.7		31.9	39.9	47.9
	DIV. V.P./MGR.				33.0	25.1	30.8	36.5
	DIV. V.P./MGR.				30.5	27.7	34.6	41.5
	CEO/PRESIDENT				29.9			
	VICE PRESIDENT	27.2	0.0	27.2		26.1	30.6	35.8
	VICE PRESIDENT	27.0	1.9	28.9				
	VICE PRESIDENT	16.0	3.0	19.0				
	NO IN POSITION: 12							
$ 696.2	WEIGHTED GROUP AVG:	$ 36.8	$ 4.4	$ 41.2	$ 36.0			
$499.9 TO $250.0	GROUP EXEC.				$ 47.6	$ 43.7	$ 46.7	$ 49.7
	VICE PRESIDENT	$ 41.3	$ 5.7	$ 47.0		27.7	34.7	42.9
	VICE PRESIDENT	38.5	0.0	38.5				
	VICE PRESIDENT	32.0	2.9	34.9				
	VICE PRESIDENT	31.0	5.0	36.0		28.0	35.0	42.0
	SENIOR V.P.	30.0	0.0	30.0				30.0
	GROUP EXEC.				28.5	25.2	32.8	37.1
	NO IN PO 7							
$ 388.9	WEIGHTED AVG:	$ 34.6	$ 2.7	$ 37.3	$ 38.1			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 12 - TRAINING & MANAGEMENT DEVELOPMENT EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$249.9 AND BELOW	C.O.O.	$ 45.5	$ 20.0	$ 65.5		$ 38.0	$ 48.0	$ 58.0
	CEO/PRESIDENT	35.0	0.0	35.0				
	ASST. V.P./DIR	28.9	4.3	33.2				
	EXEC. V.P.	28.6	11.4	40.0				
	EXEC. V.P.				$ 25.0	20.0	25.0	30.0
	SENIOR V.P.	25.0	0.0	25.0				
	NO IN POSITION: 8							
$ 137.8	WEIGHTED GROUP AVG:	$ 32.6	$ 7.1	$ 39.7	$ 25.0			
	NO IN POSITION: 42							
$ 1444.2	POSITION AVERAGE:	$ 41.8	$ 5.0	$ 46.8	$ 34.4			



SURVEY POSITION #12 - TRAINING & MANAGEMENT DEVELOPMENT EXEC.

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 13 - TOP DISTRIBUTION EXECUTIVE

Develops and recommends objectives, policies and procedures for managing the corporation's or operating company's warehouse and transportation operations, including income freight handling, storage, and outgoing deliveries of merchandise to stores. Directs and controls the planning of physical facilities, including buildings, warehouse equipment, trucks and automotive equipment. Directs purchase of all warehouse and delivery equipment. Audits and recommends warehousing and transportation operational methods to ensure maximum efficiency of product movement.

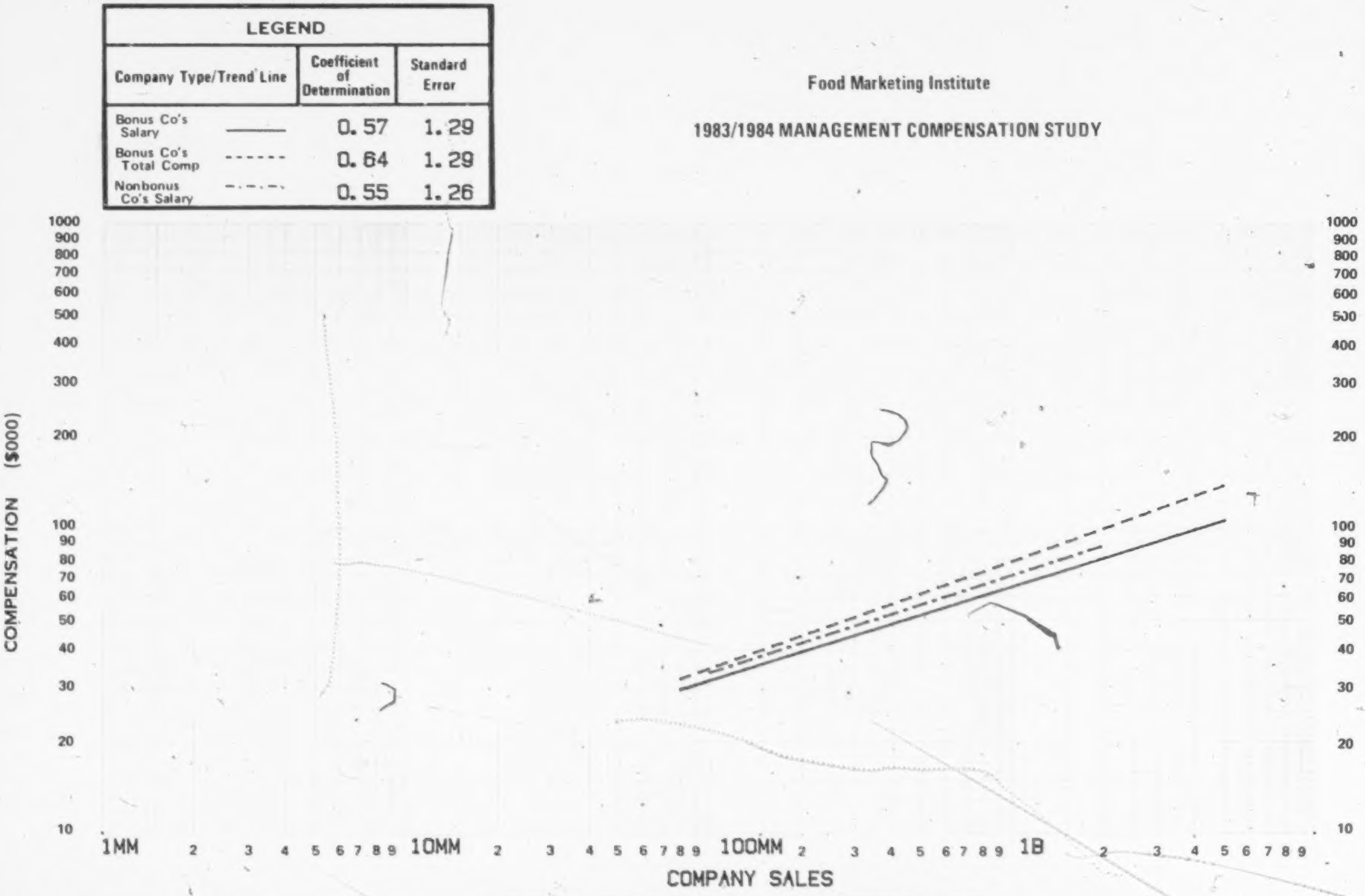
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2000.0 AND ABOVE	CEO/PRESIDENT	$167.0	$ 57.0	$224.0		$110.0	$137.5	$165.0
		127.5	16.0	143.5				
	EXEC. V.P.	116.6	48.4	165.0		102.7	128.3	154.0
	CEO/PRESIDENT	98.0	34.4	132.4		67.6	90.1	112.6
	GROUP EXEC.	88.9	15.6	104.5		69.0	86.2	103.4
	C.O.O.	83.2	18.9	102.1				
	EXEC. V.P.	82.0	37.4	119.4		69.0	90.0	111.0
	EXEC. V.P.	81.9	8.1	90.0				
	NO IN POSITION:	9						
$ 5102.9	WEIGHTED GROUP AVG:	$103.0	$ 27.1	$130.1				
$1999.9 TO $1000.0	EXEC. V.P.	$150.0	$ 0.0	$150.0		$ 55.2	$ 70.7	$ 85.3
	C.O.O.	117.5	16.5	134.0				
	EXEC. V.P.				$ 90.0			
	EXEC. V.P.	80.6	9.0	89.6				
	C.O.O.	61.7	5.1	66.8				61.7
	C.O.O.	60.2	61.8	122.0				
	GROUP EXEC.	60.0	5.0	65.0		54.4	68.1	81.7
	C.O.O.				58.5			
	NO IN POSITION:	9						
$ 1347.6	WEIGHTED GROUP AVG:	$ 97.1	$ 14.0	$111.1	$ 74.3			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 13 - TOP DISTRIBUTION
EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$999.9	BOARD OF DIR.				$ 84.4			
TO	BOARD OF DIR.	$ 82.5	$ 6.0	$ 88.5		$ 66.2	$ 82.8	$ 99.4
$500.0	EXEC. V.P.	70.0	0.0	70.0		61.8	76.8	91.8
	C.O.O.	69.0	22.3	91.3		55.0	71.0	87.0
	GROUP EXEC.	68.0	30.0	98.0		49.9	61.2	72.4
	C.O.O.	65.7	0.0	65.7				
	C.O.O.	63.0	8.9	71.9		52.1	65.1	78.2
	CEO/PRESIDENT	62.5	11.0	73.5				
	GROUP EXEC.				55.6	48.3	60.4	72.5
	CEO/PRESIDENT	48.0	12.0	60.0		43.2	53.6	64.0
	CEO/PRESIDENT				47.5			
	EXEC. V.P.	46.0	15.3	61.3				
	CEO/PRESIDENT	44.2	6.5	50.7				
	C.O.O.	42.5	2.2	44.7		30.2	40.3	50.4
	VICE PRESIDENT	33.0	4.5	37.5				
	CEO/PRESIDENT	30.0	38.0	68.0				
	NO IN POSITION: 16							
$ 651.5	WEIGHTED GROUP AVG:	$ 55.7	$ 12.1	$ 67.8	$ 62.5			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 13 - TOP DISTRIBUTION EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$499.9	EXEC. V.P.	$ 70.0	$ 1.8	$ 71.8				
TO	CEO/PRESIDENT	66.0	0.0	66.0				
$250.0	C.O.O.	63.0	9.0	72.0		$ 49.0	$ 63.0	$ 77.0
	SENIOR V.P.				$ 55.0			
	GROUP EXEC.	52.0	3.0	55.0		50.0	52.5	55.0
	CEO/PRESIDENT	50.0	0.0	50.0				
	CEO/PRESIDENT	49.8	5.0	54.8				
	CEO/PRESIDENT	48.0	7.0	55.0		45.0	52.0	59.0
	CEO/PRESIDENT	42.0	8.0	50.0		36.6	45.8	57.7
	VICE PRESIDENT				38.3			
	CEO/PRESIDENT	37.8	4.5	42.3		25.0	33.0	40.9
	EXEC. V.P.	36.1	3.2	39.3				
	SENIOR V.P.	30.0	0.0	30.0				30.0
	NO IN POSITION: 13							
$ 374.7	WEIGHTED GROUP AVG:	$ 49.5	$ 3.8	$ 53.3	$ 46.7			
$249.9	CEO/PRESIDENT				$ 59.8			
AND BELOW	C.O.O.	$ 59.0	$ 8.8	$ 67.8				
	C.O.O.				53.0			
	VICE PRESIDENT	39.7	10.0	49.7		$ 42.0	$ 52.0	$ 63.0
	EXEC. V.P.				39.0	25.0	35.0	40.0
	EXEC. V.P.	38.3	16.7	55.0				
					33.8			
	C.O.O.	33.0	6.1	39.1				
	CEO/PRESIDENT	29.0	3.2	32.2				
	NO IN POSITION: 9							
$ 157.6	WEIGHTED GROUP AVG:	$ 39.8	$ 9.0	$ 48.8	$ 46.4			
	NO IN POSITION: 56							
$ 1335.1	POSITION AVERAGE:	$ 68.3	$ 13.0	$ 81.3	$ 55.9			



SURVEY POSITION #13 - TOP DISTRIBUTION EXECUTIVE

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 14 - TOP CONSTRUCT. & MAINT. EXEC. W. REAL EST.

Directs and controls the corporation's or operating company's real estate, construction, and maintenance functions. Oversees site selection, lease arrangements, and purchase/sale of real property; supervises new and remodel store construction, including architectural design, construction contract awards, and control of construction costs; provides equipment planning and layout services for stores, warehouses, and other facilities. Assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$500.0	C.O.O.	$175.0	$ 32.4	$207.4		$103.0	$134.0	$165.0
AND ABOVE		70.6	8.0	78.6				
	CEO/PRESIDENT	60.0	26.3	86.3		51.5	64.1	76.7
	BOARD OF DIR.	50.0	2.8	52.8		50.5	63.1	75.7
	C.O.O.				$ 45.2			
	CEO/PRESIDENT	40.2	11.3	51.5				
	NO IN POSITION: 7							
$ 1701.3	WEIGHTED GROUP AVG:	$ 72.7	$ 15.3	$ 88.0	$ 45.2			
$499.9	C.O.O.	$ 65.0	$ 0.0	$ 65.0				
AND BELOW	CEO/PRESIDENT	53.0	20.0	73.0		$ 42.5	$ 53.1	$ 67.4
	CEO/PRESIDENT	49.0	6.8	55.8				
	GROUP EXEC.				$ 45.5	41.5	44.5	47.5
	BOARD OF DIR.				44.2			
	EXEC. V.P.				38.0			
	BOARD OF DIR.	36.1	5.6	41.7		35.5	41.7	48.0
	NO IN POSITION: 8							
$ 251.0	WEIGHTED GROUP AVG:	$ 50.8	$ 8.1	$ 58.9	$ 43.0			
	NO IN POSITION: 15							
$ 927.8	POSITION AVERAGE:	$ 63.9	$ 12.5	$ 76.4	$ 43.4			

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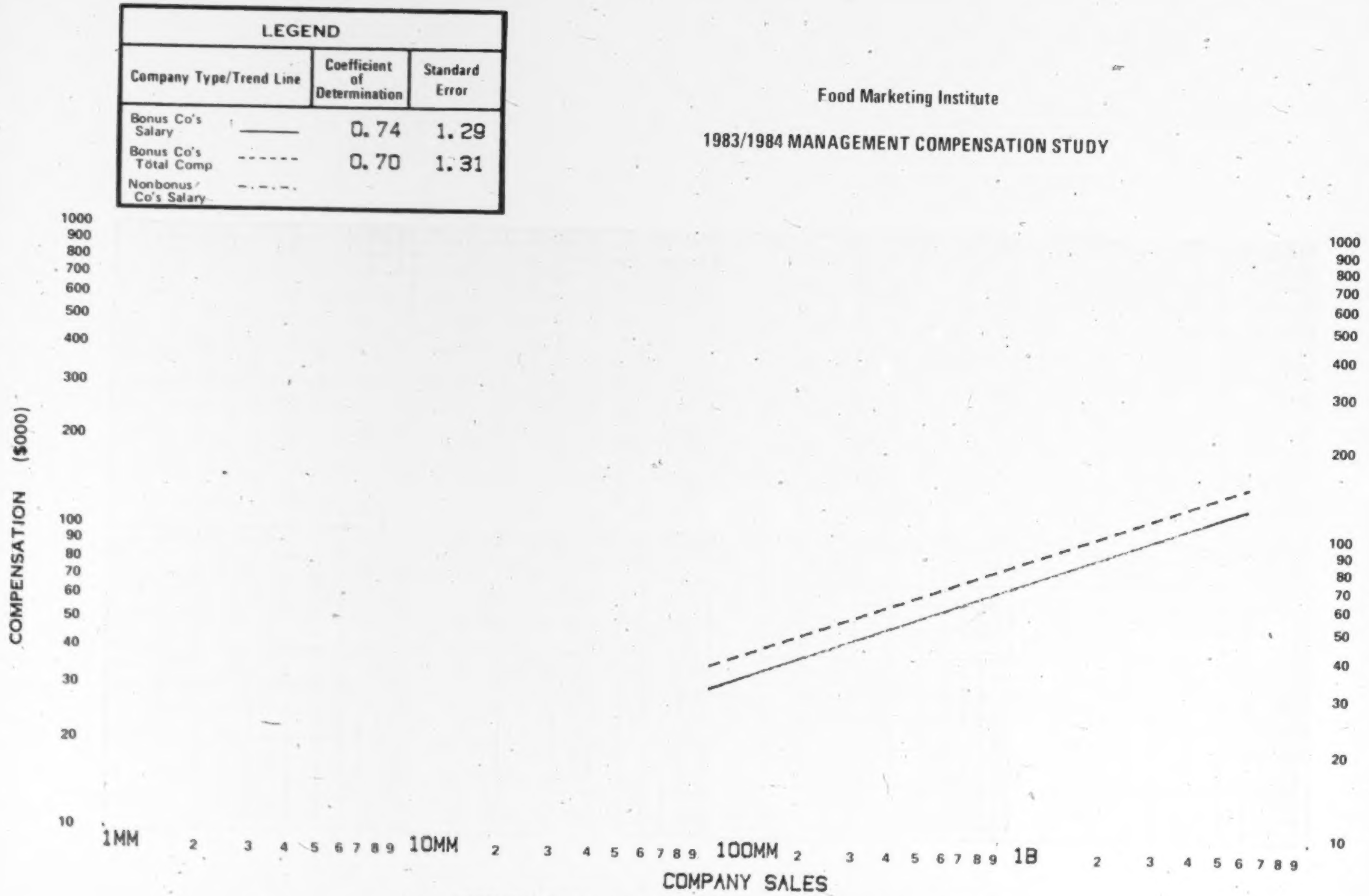
1983/1984 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #14 - TOP CONSTRUCT. & MAINT.
EXEC. W. REAL EST.

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 14 - TOP CONSTRUCT. & MAINT. EXEC. W. REAL EST.

Directs and controls the corporation's or operating company's real estate, construction, and maintenance functions. Oversees site selection, lease arrangements, and purchase/sale of real property; supervises new and remodel store construction, including architectural design, construction contract awards, and control of construction costs; provides equipment planning and layout services for stores, warehouses, and other facilities. Assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
100.0	C.O.O.	$175.0	$ 32.4	$207.4		$103.0	$134.0	$165.0
AND ABOVE	BOARD OF DIR.	50.0	2.8	52.8		50.5	63.1	75.7
	NO IN POSITION: 2							
637.0	WEIGHTED GROUP AVG:	$112.5	$ 17.6	$130.1				
99.9	CEO/PRESIDENT	$ 60.0	$ 26.3	$ 86.3		$ 51.5	$ 64.1	$ 76.7
TO	CEO/PRESIDENT	53.0	20.0	73.0		42.5	53.1	67.4
25.0	GROUP EXEC.				$ 45.5	41.5	44.5	47.5
	C.O.O.				45.2			
	CEO/PRESIDENT	40.2	11.3	51.5				
	EXEC. V.P.				38.0			
	NO IN POSITION: 7							
65.0	WEIGHTED GROUP AVG:	$ 48.3	$ 17.2	$ 65.6	$ 42.9			
24.9		$ 70.6	$ 8.0	$ 78.6				
AND BELOW	CEO/PRESIDENT	49.0	6.8	55.8				
	BOARD OF DIR.				$ 44.2			
	BOARD OF DIR.	36.1	5.6	41.7		$ 35.5	$ 41.7	$ 48.0
	NO IN POSITION: 5							
15.2	WEIGHTED GROUP AVG:	$ 51.9	$ 6.8	$ 58.7	$ 44.2			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 14 - TOP CONSTRUCT. & MAINT.
EXEC. W. REAL EST.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	C.O.O.	$ 65.0	$ 0.0	$ 65.0				
	NO IN POSITION: 15							
128.9	POSITION AVERAGE:	$ 63.9	$ 12.5	$ 76.4	$ 43.4			

SURVEY POSITION #14 - TOP CONSTRUCT. & MAINT.
EXEC. W. REAL EST.

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT. EXEC. W/O REAL EST.

Directs the corporation's or operating company's new and remodel store construction, including architectural design, construction contract awards, and control of construction costs. Provides equipment planning and layout services for stores, warehouses, and other facilities; assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

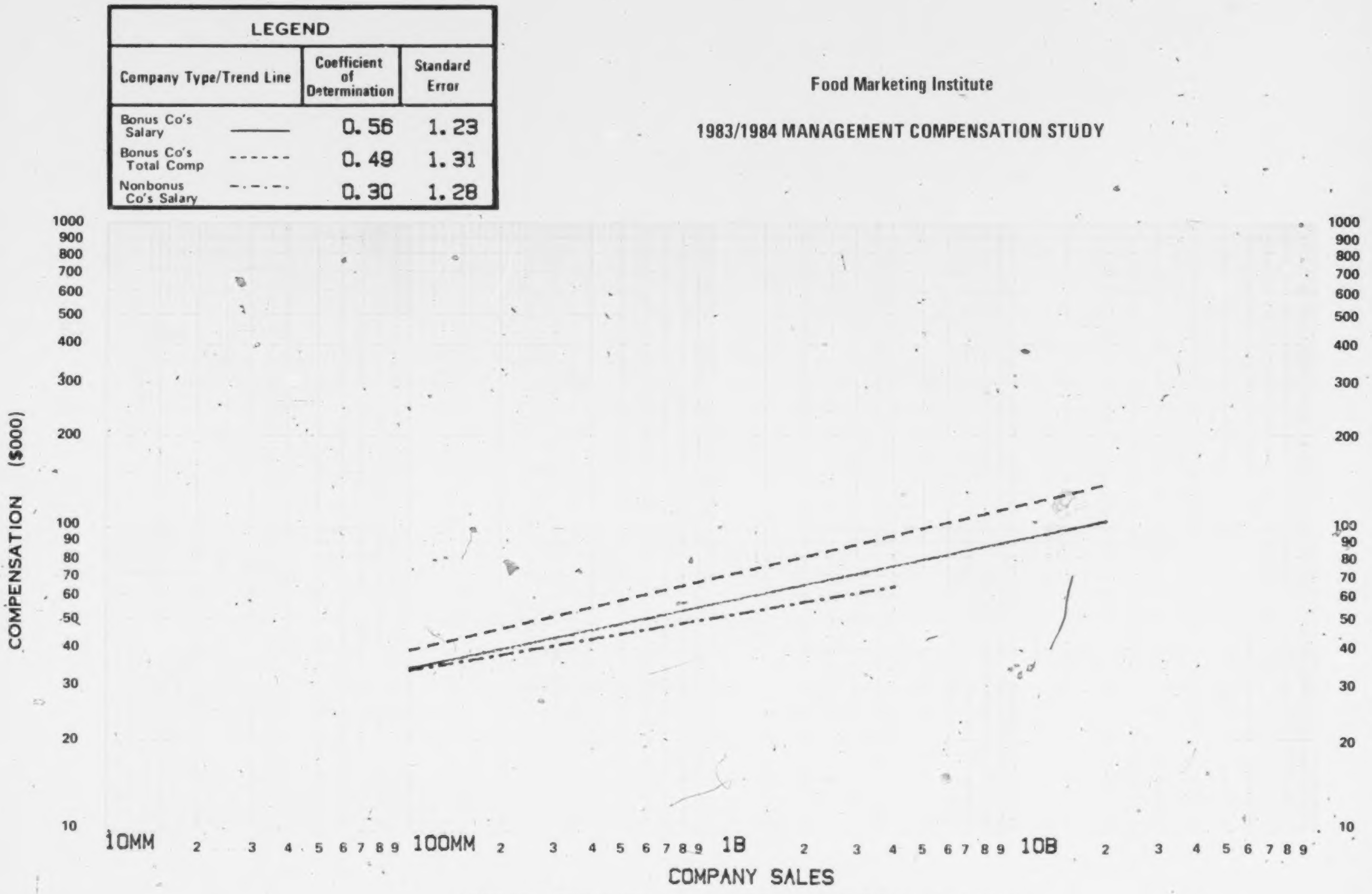
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$1000.0 AND ABOVE	EXEC. V.P.	$ 90.0	$ 12.5	$102.5				
	GROUP EXEC.	87.5	15.6	103.1		$ 69.0	$ 86.2	$103.4
	SENIOR V.P.	83.5	20.8	104.3		75.6	94.6	113.5
	CEO/PRESIDENT	75.0	50.4	125.4				
	EXEC. V.P.				$ 72.5			
	C.O.O.	72.5	19.2	91.7		55.2	69.0	82.8
	C.O.O.				70.9			
	EXEC. V.P.	70.5	26.4	96.9		55.0	71.0	87.0
	GROUP EXEC.	65.0	24.6	89.6				48.0
	C.O.O.	57.3	9.2	66.5				57.3
	DIV. V.P./MGR.	57.0	0.0	57.0		42.0	53.2	64.3
	VICE PRESIDENT				51.0	43.0	53.7	64.4
	NO IN POSITION:	12						
$ 3447.3	WEIGHTED GROUP AVG:	$ 73.1	$ 19.9	$ 93.0	$ 64.8			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT.
EXEC. W/O REAL EST.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9	C.O.O.	$ 82.3	$ 19.3	$101.6				
TO	EXEC. V.P.	60.0	20.0	80.0				
$500.0	VICE PRESIDENT	53.6	4.5	58.1		$ 46.2	$ 57.8	$ 69.3
	CEO/PRESIDENT	50.4	6.7	57.1		48.6	60.7	73.8
	GROUP EXEC.				$ 48.5	43.4	53.3	62.9
	BOARD OF DIR.				47.0			
	EXEC. V.P.	41.8	0.0	41.8		43.4	56.9	62.5
	VICE PRESIDENT	41.5	7.0	48.5				
	CEO/PRESIDENT	40.8	12.9	53.7				
	SENIOR V.P.				39.9	31.2	38.4	45.6
	CEO/PRESIDENT	35.0	50.0	85.0				
	C.O.O.	35.0	6.0	41.0				
	C.O.O.				30.0	21.8	27.3	32.8
	NO IN POSITION: 13							
$ 676.2	WEIGHTED GROUP AVG:	$ 48.9	$ 14.1	$ 63.0	$ 41.3			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT. EXEC. W/O REAL EST.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$499.9 AND BELOW	C.O.O.	$ 59.0	$ 8.8	$ 67.8				
	CEO/PRESIDENT	52.2	4.7	56.9				
	C.O.O.	52.0	6.5	58.5		$ 39.8	$ 47.9	$ 56.0
	CEO/PRESIDENT				$ 50.5		50.5	
	GROUP EXEC.				49.9	36.2	47.5	57.0
	GROUP EXEC.	48.6	15.0	63.6		45.5	47.5	49.5
	C.O.O.	48.0	16.0	64.0		53.0	67.0	80.0
	CEO/PRESIDENT	48.0	7.0	55.0		45.0	52.0	59.0
	VICE PRESIDENT	47.0	8.0	55.0		27.7	34.7	42.9
	CEO/PRESIDENT	44.2	0.0	44.2				
	CEO/PRESIDENT				42.6			
	C.O.O.				39.0			
	C.O.O.				35.6			
	SENIOR V.P.	34.0	0.0	34.0				34.0
	VICE PRESIDENT	33.7	1.5	35.2		25.0	33.0	40.9
	CEO/PRESIDENT	28.9	2.6	31.5				
	C.O.O.				28.5			
	NO IN POSITION: 17							
$ 307.7	WEIGHTED GROUP AVG:	$ 45.1	$ 6.3	$ 51.4	$ 41.0			
	NO IN POSITION: 42							
$ 1318.8	POSITION AVERAGE:	$ 55.0	$ 12.9	$ 67.9	$ 46.6			



LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.56	1.23
Bonus Co's Total Comp	------	0.49	1.31
Nonbonus Co's Salary	-·-·-·	0.30	1.28

SURVEY POSITION #15 - TOP CONSTRUCT. & MAINT.
EXEC. W/O REAL EST.

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT.
EXEC. W/O REAL EST.

Directs the corporation's or operating company's new and remodel store construction, including architectural design, construction contract awards, and control of construction costs. Provides equipment planning and layout services for stores, warehouses, and other facilities; assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

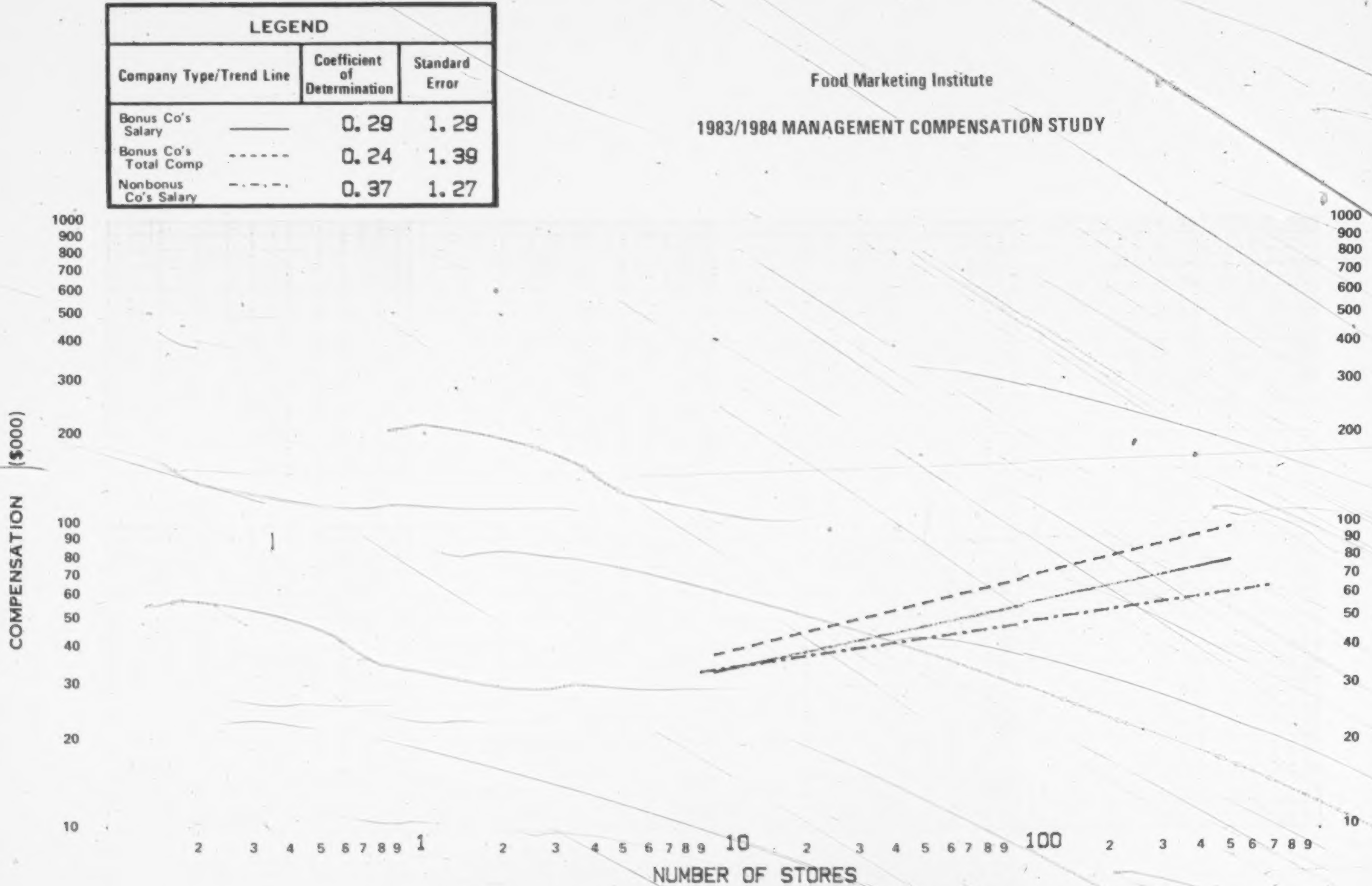
SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
100.0 AND ABOVE	EXEC. V.P.	$ 90.0	$ 12.5	$102.5				
	C.O.O.	82.3	19.3	101.6				
	CEO/PRESIDENT	75.0	50.4	125.4				
	EXEC. V.P.				$ 72.5			
	C.O.O.	72.5	19.2	91.7		$ 55.2	$ 69.0	$ 82.8
	C.O.O.				70.9			
	EXEC. V.P.	70.5	26.4	96.9		55.0	71.0	87.0
	GROUP EXEC.	65.0	24.6	89.6				48.0
	GROUP EXEC.				49.9	36.2	47.5	57.0
	EXEC. V.P.	41.8	0.0	41.8		43.4	56.9	62.5
	NO IN POSITION: 10							
258.6	WEIGHTED GROUP AVG:	$ 71.0	$ 21.8	$ 92.8	$ 64.4			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT. EXEC. W/O REAL EST.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
99.9	EXEC. V.P.	$ 60.0	$ 20.0	$ 80.0				
TO	DIV. V.P./MGR.	57.0	0.0	57.0		$ 42.0	$ 53.2	$ 64.3
50.0	CEO/PRESIDENT	52.2	4.7	56.9				
	C.O.O.	52.0	6.5	58.5		39.8	47.9	56.0
	VICE PRESIDENT				$ 51.0	43.0	53.7	64.4
	CEO/PRESIDENT	50.4	6.7	57.1		48.6	60.7	73.8
	GROUP EXEC.	48.6	15.0	63.6		45.5	47.5	49.5
	GROUP EXEC.				48.5	43.4	53.3	62.9
	CEO/PRESIDENT	48.0	7.0	55.0		45.0	52.0	59.0
	BOARD OF DIR.				47.0			
	CEO/PRESIDENT	44.2	0.0	44.2				
	C.O.O.	35.0	6.0	41.0				
	CEO/PRESIDENT	35.0	50.0	85.0				
	VICE PRESIDENT	33.7	1.5	35.2		25.0	33.0	40.9
	C.O.O.				28.5			
	NO IN POSITION:	15						
73.8	WEIGHTED GROUP AVG:	$ 46.9	$ 10.7	$ 57.6	$ 43.8			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT.
EXEC. W/O REAL EST.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
49.9 AND BELOW	C.O.O.	$ 59.0	$ 8.8	$ 67.8				
	VICE PRESIDENT	53.6	4.5	58.1		$ 46.2	$ 57.8	$ 69.3
	C.O.O.	48.0	16.0	64.0		53.0	67.0	80.0
	VICE PRESIDENT	47.0	8.0	55.0		27.7	34.7	42.9
	CEO/PRESIDENT				$ 42.6			
	VICE PRESIDENT	41.5	7.0	48.5				
	CEO/PRESIDENT	40.8	12.9	53.7				
	SENIOR V.P.				39.9	31.2	38.4	45.6
	C.O.O.				39.0			
	C.O.O.				35.6			
	SENIOR V.P.	34.0	0.0	34.0				34.0
	C.O.O.				30.0	21.8	27.3	32.8
	CEO/PRESIDENT	28.9	2.6	31.5				
	NO IN POSITION: 13							
33.2	WEIGHTED GROUP AVG:	$ 44.1	$ 7.5	$ 51.6	$ 37.4			
NO SCOPE REPORTED	GROUP EXEC.	$ 87.5	$ 15.6	$103.1		$ 69.0	$ 86.2	$103.4
	SENIOR V.P.	83.5	20.8	104.3		75.6	94.6	113.5
	C.O.O.	57.3	9.2	66.5				57.3
	CEO/PRESIDENT				$ 50.5		50.5	
	NO IN POSITION: 4							
	WEIGHTED GROUP AVG:	$ 76.1	$ 15.2	$ 91.3	$ 50.5			
	NO IN POSITION: 42							
108.6	POSITION AVERAGE:	$ 55.0	$ 12.9	$ 67.9	$ 46.6			



LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.29	1.29
Bonus Co's Total Comp	- - - - - -	0.24	1.39
Nonbonus Co's Salary	-·-·-·	0.37	1.27

SURVEY POSITION #15 - TOP CONSTRUCT. & MAINT.
EXEC. W/O REAL EST.

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE EXECUTIVE

Directs and controls the corporation's or operating company's real estate function. Responsible for new store site evaluation and acquisition; leasing arrangements for stores, warehouses and other facilities. Negotiates the purchase and sale of real property. Approves real estate documents and taxes. Maintains contacts with real estate brokers, building development firms, and state, county and governmental agencies.

SCOPE COMPANY SALES ($MIL)		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$1000.0 AND ABOVE	CEO/PRESIDENT	$120.0	$ 30.7	$150.7		$ 63.7	$ 79.6	$ 95.5
	EXEC. V.P.	110.2	23.0	133.2				
	SENIOR V.P.	106.0	34.7	140.7		77.4	96.8	116.1
	EXEC. V.P.	95.0	0.0	95.0		50.2	64.3	78.5
	EXEC. V.P.	77.5	29.2	106.7		63.0	81.0	99.0
	GROUP EXEC.	75.0	15.6	90.6		69.0	86.2	103.4
	GROUP EXEC.	67.5	26.7	94.2				53.5
	EXEC. V.P.	66.0	19.3	85.3		50.9	67.8	84.8
	VICE PRESIDENT	60.0	0.0	60.0		39.9		63.9
	C.O.O.				$ 54.0			
	SENIOR V.P.				50.0	30.3	38.2	46.1
	GROUP EXEC.	35.0	4.2	39.2		30.5	38.1	45.7
	NO IN POSITION: 12							
$ 3393.4	WEIGHTED GROUP AVG:	$ 81.2	$ 18.4	$ 99.6	$ 52.0			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE EXECUTIVE

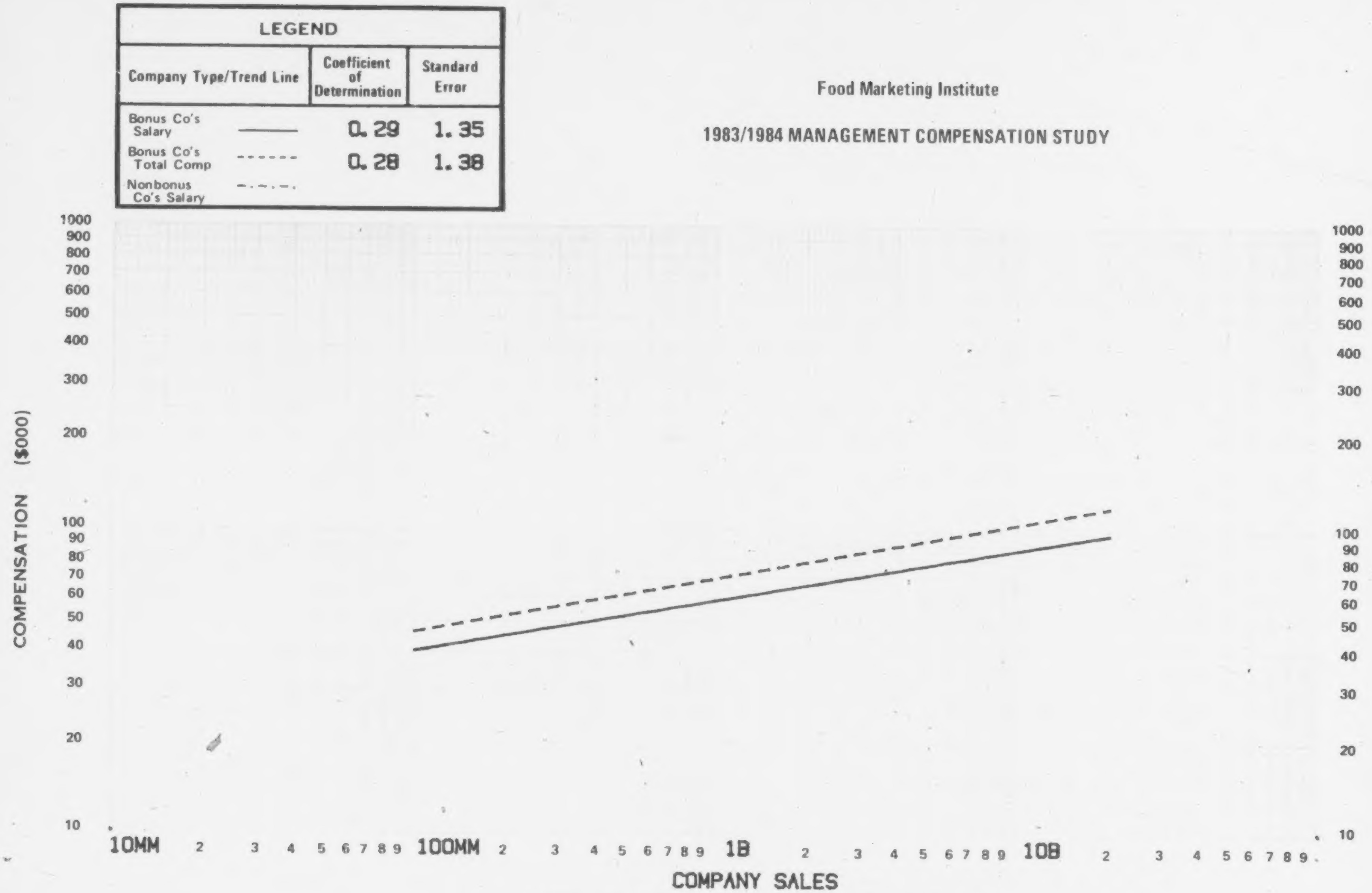
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$999.9	EXEC. V.P.	$100.0	$ 33.3	$133.3				
TO	BOARD OF DIR.				$100.0			
$500.0	EXEC. V.P.	77.0	0.0	77.0		$ 48.6	$ 59.7	$ 70.7
	C.O.O.	75.0	17.6	92.6				
	CEO/PRESIDENT				60.0			
	C.O.O.	57.5	18.6	76.1		39.8	47.9	56.0
	CEO/PRESIDENT	49.1	1.5	50.6		33.4	41.8	50.2
	CEO/PRESIDENT	48.1	5.3	53.4				
	C.O.O.				45.0	38.6	48.2	57.8
	SENIOR V.P.				42.0	36.6	45.2	53.8
	VICE PRESIDENT	40.0	5.5	45.5				
	GROUP EXEC.				39.1	29.7	36.4	43.1
	CEO/PRESIDENT	30.0	23.0	53.0				
	NO IN POSITION: 13							
$ 673.0	WEIGHTED GROUP AVG:	$ 59.6	$ 13.1	$ 72.7	$ 57.2			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$499.9 AND BELOW	CEO/PRESIDENT	$ 70.0	$ 25.0	$ 95.0		$ 75.0	$ 94.0	$112.0
	CEO/PRESIDENT	68.7	6.2	74.9				
	GROUP EXEC.	67.2	15.4	82.6		57.5	64.0	70.5
	CEO/PRESIDENT				$ 66.4		66.4	
	CEO/PRESIDENT				58.0			
	C.O.O.	58.0	11.6	69.6		54.6	74.2	87.3
	C.O.O.	56.0	8.7	64.7		43.0	56.0	69.0
	CEO/PRESIDENT	50.4	21.4	71.8				
	CEO/PRESIDENT	50.0	0.0	50.0				
	VICE PRESIDENT	45.0	0.0	45.0				
	CEO/PRESIDENT				45.0	42.0	49.0	56.0
	VICE PRESIDENT	38.4	18.6	57.0				
	C.O.O.				38.2			
	VICE PRESIDENT				37.0			
	CEO/PRESIDENT	37.0	0.2	37.2		26.6	36.0	45.3
	SENIOR V.P.	36.0	0.0	36.0				36.0
	C.O.O.				30.0			
	NO IN POSITION: 17							
$ 319.3	WEIGHTED GROUP AVG:	$ 52.4	$ 9.8	$ 62.2	$ 45.8			
	NO IN POSITION: 42							
$ 1307.1	POSITION AVERAGE:	$ 64.3	$ 13.7	$ 78.0	$ 51.1			

Food Marketing Institute

1983/1984 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #16 - TOP REAL ESTATE EXECUTIVE

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE EXECUTIVE

Directs and controls the corporation's or operating company's real estate function. Responsible for new store site evaluation and acquisition; leasing arrangements for stores, warehouses and other facilities. Negotiates the purchase and sale of real property. Approves real estate documents and taxes. Maintains contacts with real estate brokers, building development firms, and state, county and governmental agencies.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
100.0	CEO/PRESIDENT	$120.0	$ 30.7	$150.7		$ 63.7	$ 79.6	$ 95.5
AND ABOVE	EXEC. V.P.	110.2	23.0	133.2				
	SENIOR V.P.	106.0	34.7	140.7		77.4	96.8	116.1
	EXEC. V.P.	77.5	29.2	106.7		63.0	81.0	99.0
	EXEC. V.P.	77.0	0.0	77.0		48.6	59.7	70.7
	C.O.O.	75.0	17.6	92.6				
	GROUP EXEC.	67.5	26.7	94.2				53.5
	VICE PRESIDENT	60.0	0.0	60.0		39.9		63.9
	C.O.O.	58.0	11.6	69.6		54.6	74.2	87.3
	CEO/PRESIDENT	50.4	21.4	71.8				
	NO IN POSITION:	10						
216.4	WEIGHTED GROUP AVG:	$ 80.2	$ 19.5	$ 99.7				

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE EXECUTIVE

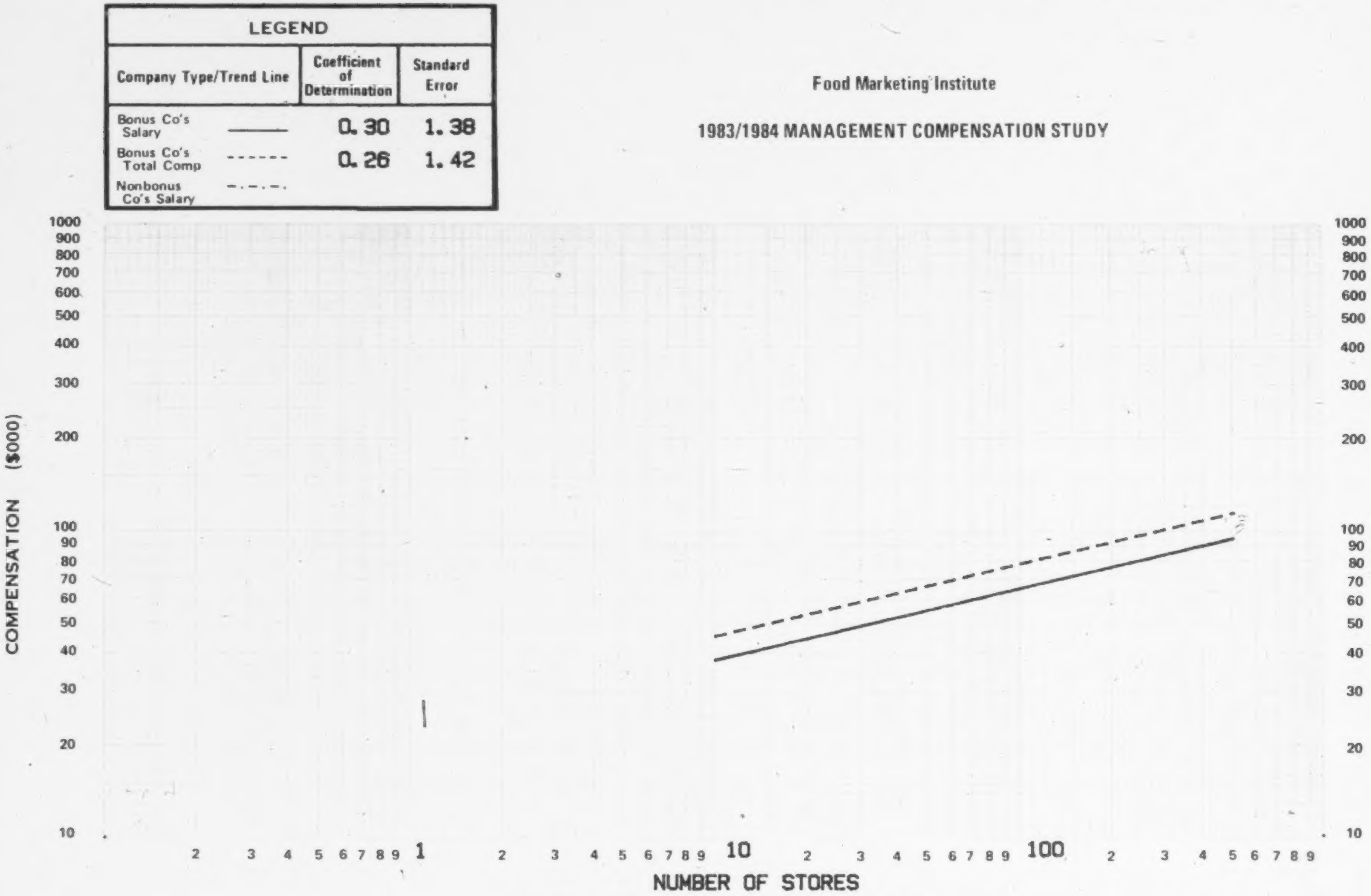
SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
99.9	BOARD OF DIR.				$100.0			
TO	EXEC. V.P.	$100.0	$ 33.3	$133.3				
50.0	EXEC. V.P.	95.0	0.0	95.0		$ 50.2	$ 64.3	$ 78.5
	CEO/PRESIDENT	68.7	6.2	74.9				
	GROUP EXEC.	67.2	15.4	82.6		57.5	64.0	70.5
	C.O.O.	57.5	18.6	76.1		39.8	47.9	56.0
	C.O.O.	56.0	8.7	64.7		43.0	56.0	69.0
	C.O.O.				54.0			
	CEO/PRESIDENT	50.0	0.0	50.0				
	CEO/PRESIDENT	49.1	1.5	50.6		33.4	41.8	50.2
	CEO/PRESIDENT				45.0	42.0	49.0	56.0
	GROUP EXEC.				39.1	29.7	36.4	43.1
	CEO/PRESIDENT	37.0	0.2	37.2		26.6	36.0	45.3
	C.O.O.				30.0			
	CEO/PRESIDENT	30.0	23.0	53.0				
	NO IN POSITION: 15							
69.8	WEIGHTED GROUP AVG:	$ 61.1	$ 10.6	$ 71.7	$ 53.6			
49.9	CEO/PRESIDENT	$ 70.0	$ 25.0	$ 95.0		$ 75.0	$ 94.0	$112.0
AND BELOW	CEO/PRESIDENT				$ 58.0			
	CEO/PRESIDENT	48.1	5.3	53.4				
	C.O.O.				45.0	38.6	48.2	57.8
	SENIOR V.P.				42.0	36.6	45.2	53.8
	VICE PRESIDENT	40.0	5.5	45.5				
	VICE PRESIDENT	38.4	18.6	57.0				
	C.O.O.				38.2			
	VICE PRESIDENT				37.0			
	SENIOR V.P.	36.0	0.0	36.0				36.0
	NO IN POSITION: 10							
31.7	WEIGHTED GROUP AVG:	$ 46.5	$ 10.9	$ 57.4	$ 44.0			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE
EXECUTIVE

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	GROUP EXEC.	$ 75.0	$ 15.6	$ 90.6		$ 69.0	$ 86.2	$103.4
	CEO/PRESIDENT				$ 66.4		66.4	
	EXEC. V.P.	66.0	19.3	85.3		50.9	67.8	84.8
	CEO/PRESIDENT				60.0			
	SENIOR V.P.				50.0	30.3	38.2	46.1
	VICE PRESIDENT	45.0	0.0	45.0				
	GROUP EXEC.	35.0	4.2	39.2		30.5	38.1	45.7
	NO IN POSITION:	7						
	WEIGHTED GROUP AVG:	$ 55.3	$ 9.7	$ 65.0	$ 58.8			
	NO IN POSITION:	42						
100.8	POSITION AVERAGE:	$ 64.3	$ 13.7	$ 78.0	$ 51.1			

Food Marketing Institute

1983/1984 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #16 - TOP REAL ESTATE EXECUTIVE

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 17 - TOP SECURITY/LOSS PREVENTION EXEC.

Establishes and enforces security policies and procedures designed to protect company property and merchandise. Directs and controls programs to prevent losses due to theft, vandalism, and fire. Supervises security department, including guard force. Works with law enforcement agencies on investigations or irregularities connected with security of company property and merchandise.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1000.0	VICE PRESIDENT	$ 84.0	$ 13.4	$ 97.4		$ 61.4	$ 76.8	$ 92.2
AND ABOVE	VICE PRESIDENT	75.2	20.7	95.9		56.8	71.0	85.2
	DIV. V.P./MGR.	69.7	9.0	78.7				
	SENIOR V.P.				$ 65.0			
	VICE PRESIDENT	59.8	14.0	73.8		43.9		70.3
	C.O.O.	57.2	10.6	67.8				57.2
	GROUP EXEC.	55.0	21.2	76.2		49.0	63.0	77.0
	SENIOR V.P.	52.5	7.7	60.2		37.9	47.4	56.8
	GROUP EXEC.				49.4	36.7	45.0	53.3
	VICE PRESIDENT	48.1	2.4	50.5		33.8	41.7	49.6
	SENIOR V.P.				44.5	32.9	43.9	54.9
	SENIOR V.P.	42.0	4.6	46.6		34.0	42.5	51.0
	SENIOR V.P.				37.5	29.0	36.3	43.6
	EXEC. V.P.				29.2			
	NO IN POSITION: 14							
$ 3097.0	WEIGHTED GROUP AVG:	$ 60.4	$ 11.5	$ 71.9	$ 45.1			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 17 - TOP SECURITY/LOSS PREVENTION EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$999.9	GROUP EXEC.	$ 64.2	$ 15.1	$ 79.3				
TO	SENIOR V.P.	56.9	10.0	66.9		$ 46.2	$ 57.7	$ 69.3
$500.0	CEO/PRESIDENT	56.0	6.0	62.0				
	DIV. V.P./MGR.				$ 51.5	30.4	37.9	45.3
	VICE PRESIDENT	46.1	8.3	54.4		36.0	43.3	50.6
	CEO/PRESIDENT	43.2	0.0	43.2		35.0	42.2	49.4
	DIV. V.P./MGR.				41.0	34.6	43.2	51.8
	VICE PRESIDENT	40.9	2.9	43.8		34.9	43.6	52.3
	EXEC. V.P.				40.5			
	C.O.O.	38.0	0.0	38.0				
	CEO/PRESIDENT	36.4	3.7	40.1				
	VICE PRESIDENT				36.0	32.8	40.0	47.6
	EXEC. V.P.	33.3	1.7	35.0		27.2	36.3	45.4
	CEO/PRESIDENT	30.0	30.0	60.0				
	DIV. V.P./MGR.				29.2	21.7	27.2	32.7
	C.O.O.				29.0	27.4	34.2	41.0
	VICE PRESIDENT	26.5	1.3	27.8				
	NO IN POSITION: 17							
$ 665.9	WEIGHTED GROUP AVG:	$ 42.9	$ 7.1	$ 50.0	$ 37.9			

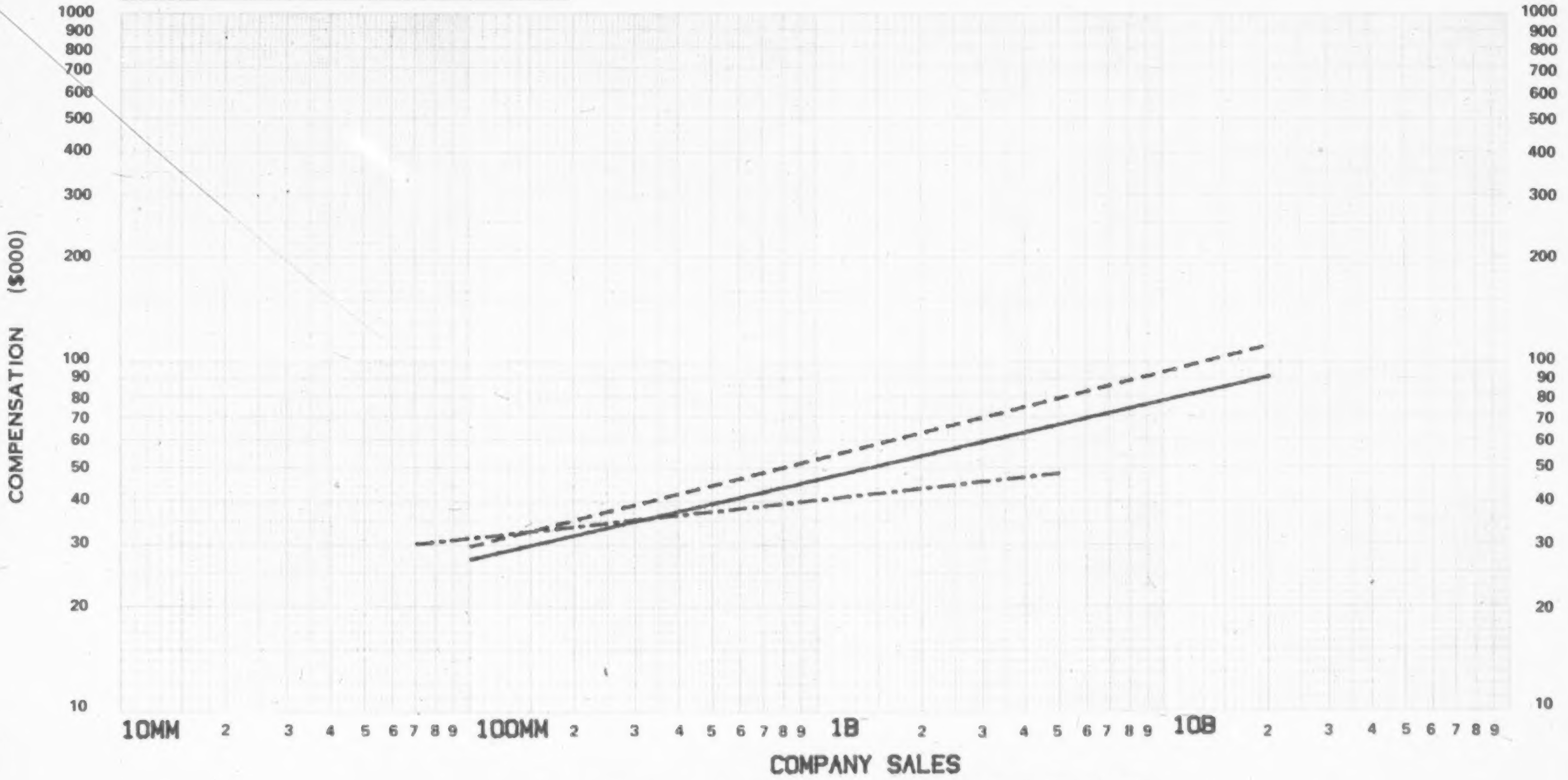
FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 17 - TOP SECURITY/LOSS PREVENTION EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9	CEO/PRESIDENT	$ 50.0	$ 4.7	$ 54.7				
TO	C.O.O.				$ 45.2			
$250.0	GROUP EXEC.				45.2	$ 42.0	$ 44.5	$ 47.0
	VICE PRESIDENT	40.5	5.0	45.5		38.0	45.0	52.0
	VICE PRESIDENT				40.0	31.9	38.7	45.5
	C.O.O.				39.0			
	CEO/PRESIDENT	38.0	5.0	43.0				
	SENIOR V.P.	37.2	0.0	37.2				
	EXEC. V.P.	36.0	1.0	37.0				
	VICE PRESIDENT	33.5	2.3	35.8		29.5	35.0	40.6
	VICE PRESIDENT	32.4	0.0	32.4		23.3	30.2	37.0
	VICE PRESIDENT	26.8	2.0	28.8				
	CEO/PRESIDENT				25.0			
	VICE PRESIDENT	22.0	1.3	23.3		19.1	28.5	37.8
	NO IN POSITION: 14							
$ 349.8	WEIGHTED GROUP AVG:	$ 35.2	$ 2.3	$ 37.5	$ 38.9			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 17 - TOP SECURITY/LOSS PREVENTION EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$249.9 AND BELOW	C.O.O.	$ 48.0	$ 16.0	$ 64.0		$ 42.0	$ 53.0	$ 64.0
	VICE PRESIDENT	45.0	11.2	56.2				
	CEO/PRESIDENT				$ 38.4		38.4	
	CEO/PRESIDENT				36.0			
	CEO/PRESIDENT				35.1			
	C.O.O.				35.0			
	VICE PRESIDENT	34.8	1.3	36.1				
	VICE PRESIDENT				34.3			
	EXEC. V.P.	29.5	8.0	37.5				
	SENIOR V.P.	28.4	0.0	28.4				
	CEO/PRESIDENT	27.8	2.6	30.4				
	EXEC. V.P.				25.2			
	EXEC. V.P.				25.0	20.0	25.0	30.0
	C.O.O.	20.8	0.5	21.3		25.6	30.2	34.7
	NO IN POSITION: 14							
$ 146.7	WEIGHTED GROUP AVG:	$ 33.5	$ 5.6	$ 39.1	$ 32.7			
	NO IN POSITION: 59							
$ 1044.6	POSITION AVERAGE:	$ 43.5	$ 6.8	$ 50.3	$ 38.1			

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.50	1.27
Bonus Co's Total Comp	------	0.45	1.34
Nonbonus Co's Salary	-.-.-.-	0.22	1.24



SURVEY POSITION #17 - TOP SECURITY/LOSS PREVENTION EXEC.

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 18 - TOP SANITATION
EXECUTIVE

Directs the corporation's or operating company's sanitation program. Develops and recommends sanitation policies, procedures and programs. Coordinates efforts to ensure compliance with federal, state and local sanitation requirements.

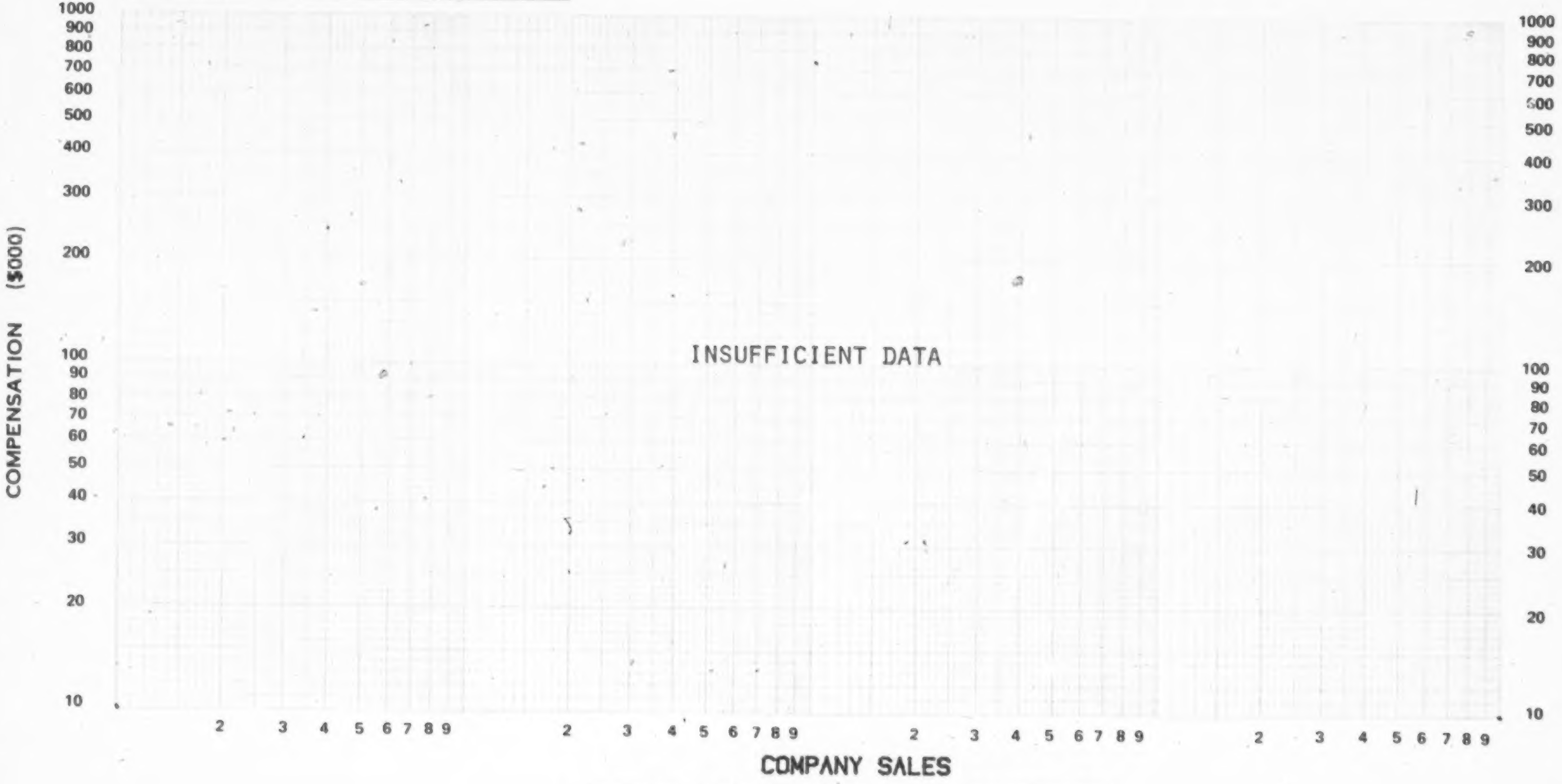
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$500.0 AND ABOVE	VICE PRESIDENT	$ 70.0	$ 13.2	$ 83.2		$ 61.4	$ 76.8	$ 92.2
	SENIOR V.P.	47.8	2.4	50.2		37.6	47.6	57.6
					$ 44.2	34.6	43.2	51.8
					34.5	25.1	30.8	36.5
	ASST. V.P./DIR				33.4			
	ASST. V.P./DIR				31.9	29.7	36.4	43.1
	CEO/PRESIDENT	31.5	4.5	36.0				
	VICE PRESIDENT	31.0	3.1	34.1		23.4	29.2	35.0
	EXEC. V.P.	29.1	2.0	31.1				
	VICE PRESIDENT	26.7	0.0	26.7				
	NO IN POSITION: 10							
$ 2374.9	WEIGHTED GROUP AVG:	$ 39.4	$ 4.2	$ 43.5	$ 36.0			
$499.9 AND BELOW	VICE PRESIDENT				$ 43.8	$ 36.0	$ 43.9	$ 51.8
	VICE PRESIDENT	$ 43.5	$ 3.0	$ 46.5		31.2	37.0	43.0
	CEO/PRESIDENT				41.0		41.0	
	VICE PRESIDENT	39.5	5.0	44.5		37.5	44.0	51.0
	CEO/PRESIDENT	33.7	2.0	35.7				
	NO IN POSITION: 5							
$ 323.2	WEIGHTED GROUP AVG:	$ 38.9	$ 3.[illegible]	$ 42.2	$ 42.4			
	NO IN POSITION: 15							
$ 1691.0	POSITION AVERAGE:	$ 39.2	$ 3.9	$ 43.1	$ 38.1			

Food Marketing Institute

1983/1984 MANAGEMENT COMPENSATION STUDY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———		
Bonus Co's Total Comp	- - - - - -		
Nonbonus Co's Salary	-.-.-.		



SURVEY POSITION #18 - TOP SANITATION EXECUTIVE

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 19 - TOP MERCHANDISING & PROCUREMENT EXEC.

Directs the corporation's or operating company's merchandising, buying, pricing, advertising and service programs. Oversees and controls merchandising strategies for grocery, meat, produce, frozen food, dairy, and nonfood products. Oversees and controls product procurement.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1000.0 AND ABOVE	C.O.O.	$195.0	$ 75.0	$270.0		$178.6	$223.2	$267.8
	C.O.O.	160.0	0.0	160.0				
	CEO/PRESIDENT	157.4	30.6	188.0		79.2	99.0	118.8
	SENIOR V.P.	145.0	47.0	192.0		100.8	125.9	151.1
	C.O.O.	128.0	36.4	164.4		87.3	109.1	131.0
	CEO/PRESIDENT	115.7	24.9	140.6				
	CEO/PRESIDENT	115.0	0.0	115.0				
		105.0	22.6	127.6				
	EXEC. V.P.	95.0	0.0	95.0		87.7	113.9	140.1
	C.O.O.	83.0	29.3	112.3		67.8	90.4	113.0
	EXEC. V.P.	82.7	20.0	102.7				82.7
	C.O.O.	70.0	24.6	94.6				68.5
	EXEC. V.P.				$ 49.5			
	SENIOR V.P.				45.5	35.9	45.6	55.0
	VICE PRESIDENT	38.8	2.7	41.5		30.5	38.1	45.7
	NO IN POSITION:	19						
$ 2597.9	WEIGHTED GROUP AVG:	$ 96.8	$ 19.1	$115.9	$ 47.5			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 19 - TOP MERCHANDISING & PROCUREMENT EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$999.9	EXEC. V.P.				$125.0			
TO	BOARD OF DIR.	$105.0	$ 10.0	$115.0		$ 85.4	$106.7	$128.0
$500.0	C.O.O.	95.5	31.8	127.3		69.0	90.0	111.0
	C.O.O.	77.9	0.0	77.9				
	GROUP EXEC.	77.5	48.1	125.6		65.8	80.9	95.4
	CEO/PRESIDENT	76.0	30.4	106.4		61.7	77.1	92.5
	EXEC. V.P.	75.0	17.6	92.6				
	EXEC. V.P.	69.9	8.9	78.8		62.6	78.3	94.0
	CEO/PRESIDENT	67.0	0.0	67.0		54.7	67.5	79.7
	SENIOR V.P.	67.0	12.5	79.5				
	CEO/PRESIDENT	63.0	34.0	97.0				
	CEO/PRESIDENT	63.0	2.6	65.6		44.0	58.6	73.1
	SENIOR V.P.	53.8	10.0	63.8		51.5	64.1	76.7
	VICE PRESIDENT				50.0	38.6	48.2	57.8
	CEO/PRESIDENT				47.7			
	C.O.O.	46.0	6.0	52.0				
	CEO/PRESIDENT	40.0	96.9	136.9				
	NO IN POSITION: 17							
$ 666.4	WEIGHTED GROUP AVG:	$ 69.8	$ 22.0	$ 91.8	$ 74.2			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 19 - TOP MERCHANDISING & PROCUREMENT EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$499.9	CEO/PRESIDENT	$100.0	$ 36.0	$136.0		$ 60.2	$ 75.2	$ 96.3
TO	C.O.O.	77.0	15.6	92.6		63.0	81.0	99.0
$250.0	EXEC. V.P.				$ 65.0			
	CEO/PRESIDENT	65.0	12.8	77.8		36.1	46.8	57.5
	CEO/PRESIDENT	52.8	5.4	58.2				
	CEO/PRESIDENT	50.0	10.2	60.2				
	SENIOR V.P.	50.0	0.0	50.0				50.0
	EXEC. V.P.				48.0			
	C.O.O.				45.2			
	CEO/PRESIDENT	38.0	2.0	40.0				
	GROUP EXEC.				36.9	25.2	32.8	37.1
	NO IN POSITION: 13							
$ 365.2	WEIGHTED GROUP AVG:	$ 61.8	$ 11.7	$ 73.5	$ 46.2			
$249.9	C.O.O.	$100.0	$ 25.0	$125.0		$ 69.0	$ 87.0	$105.0
AND BELOW	CEO/PRESIDENT	80.0	24.0	104.0				
	CEO/PRESIDENT	61.5	10.6	72.1				
	CEO/PRESIDENT	60.0	25.0	85.0				
	CEO/PRESIDENT	52.0	0.0	52.0				
	BOARD OF DIR.	41.0	5.9	46.9				
	CEO/PRESIDENT				$ 41.0			
	CEO/PRESIDENT	38.1	7.1	45.2				
	CEO/PRESIDENT	33.0	8.0	41.0				
	CEO/PRESIDENT				32.0			
	VICE PRESIDENT				23.4			
	NO IN POSITION: 11							
$ 113.8	WEIGHTED GROUP AVG:	$ 58.2	$ 13.2	$ 71.4	$ 32.1			
	NO IN POSITION: 60							
$ 1111.4	POSITION AVERAGE:	$ 76.5	$ 17.9	$ 94.4	$ 49.4			

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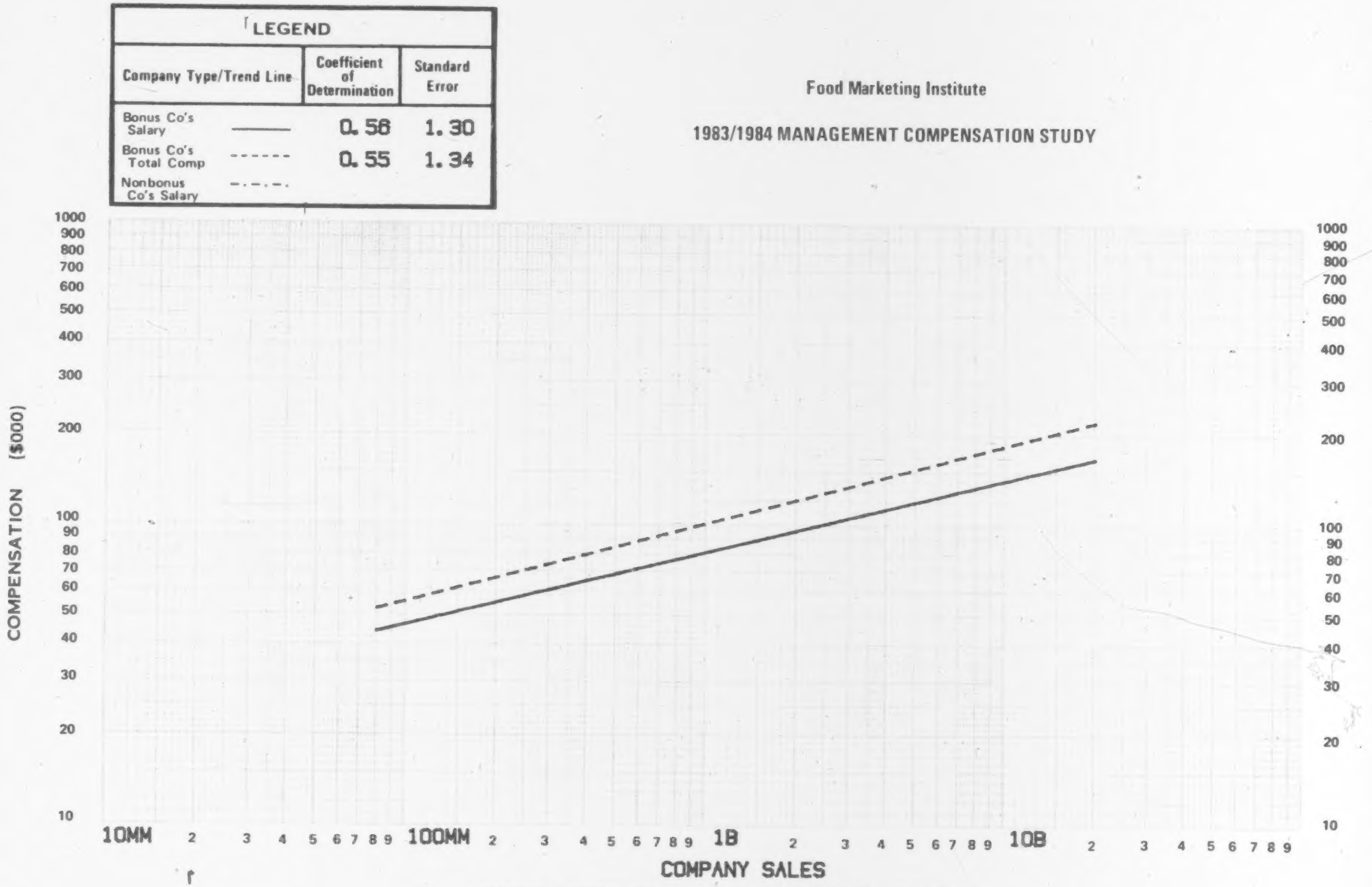
1983/1984 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #19 - TOP MERCHANDISING & PROCUREMENT EXEC.

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 20 - TOP ADVERTISING EXECUTIVE

Develops and recommends the corporation's or operating company's advertising objectives, policies and plans. Oversees the creation and placement of advertisements; i.e., T.V., radio and newspaper advertising. Works with outside agencies on preparation of advertising campaigns.

SCOPE COMPANY SALES ($MIL)		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$1000.0 AND ABOVE	CEO/PRESIDENT	$129.8	$ 33.6	$163.4				$129.8
	SENIOR V.P.	98.0	12.9	110.9		77.7	97.1	116.5
	EXEC. V.P.	76.3	22.4	98.7		68.4	85.6	102.7
	EXEC. V.P.	73.5	7.3	80.8				
	GROUP EXEC.	73.0	0.0	73.0		42.0	53.2	64.3
	DIV. V.P./MGR.	65.5	6.2	71.7				
	CEO/PRESIDENT	65.0	80.7	145.7				
	C.O.O.	64.6	5.0	69.6		48.8	63.3	77.8
	VICE PRESIDENT	63.0	11.7	74.7		52.2	65.2	78.2
	SENIOR V.P.				$ 60.0			
	VICE PRESIDENT	57.0	0.0	57.0		39.9		63.9
	SENIOR V.P.	56.0	5.3	61.3		53.4	66.7	80.1
	EXEC. V.P.				50.4			
	EXEC. V.P.	44.0	5.5	49.5		33.7	44.9	56.1
	SENIOR V.P.	43.0	6.4	49.4		30.5	38.1	45.7
	SENIOR V.P.				35.5	38.0	47.5	57.0
	NO IN POSITION: 16							
$ 3158.4	WEIGHTED GROUP AVG:	$ 69.9	$ 15.2	$ 85.1	$ 48.6			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 20 - TOP ADVERTISING EXECUTIVE

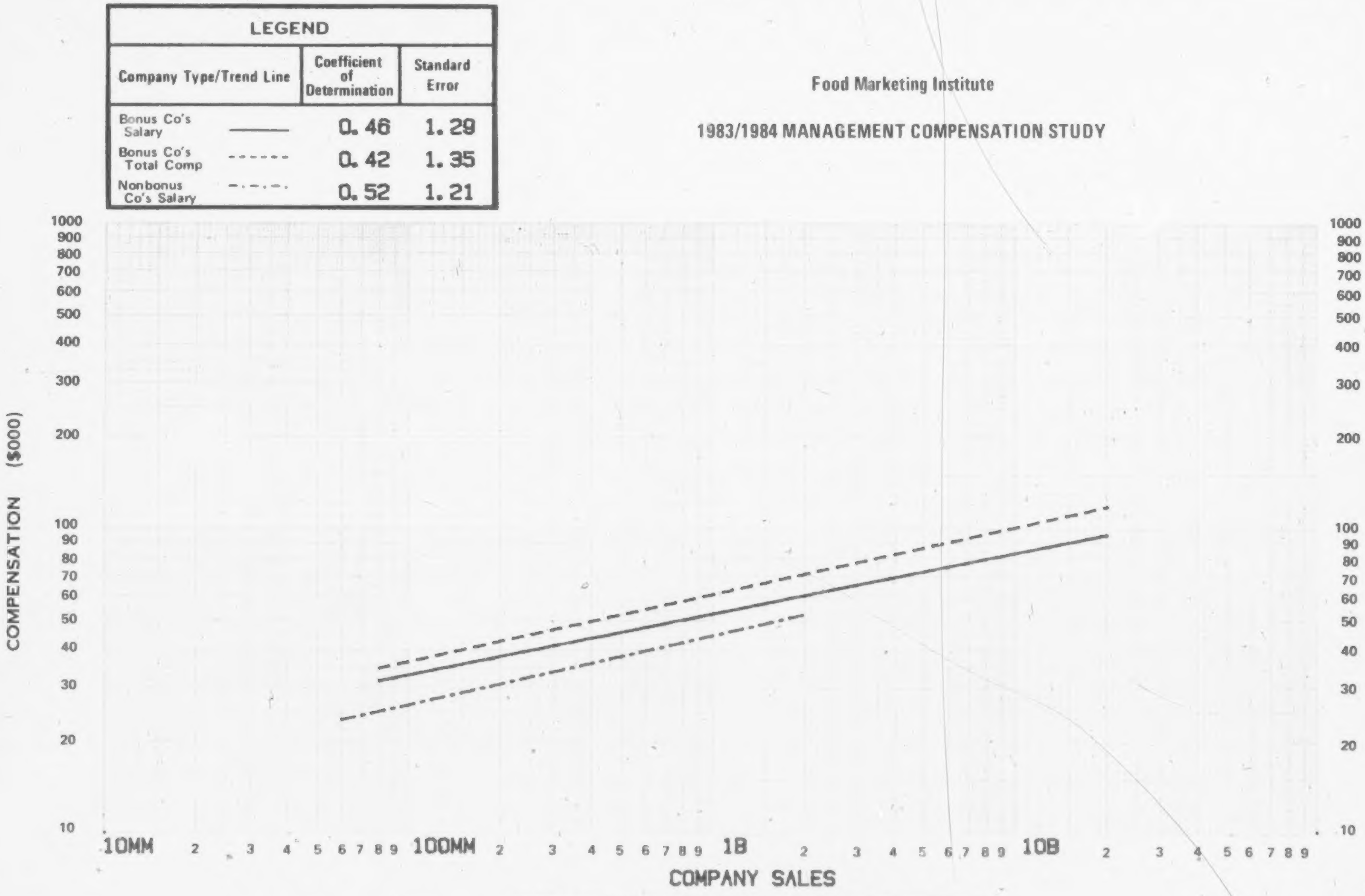
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9 TO $500.0	EXEC. V.P.	$ 86.0	$ 20.2	$106.2				
	CEO/PRESIDENT	50.0	0.0	50.0		$ 38.9	$ 47.2	$ 55.5
	SENIOR V.P.	50.0	14.2	64.2		43.4	53.3	62.9
	VICE PRESIDENT	49.9	0.0	49.9				
	EXEC. V.P.				$ 47.5	33.7	42.3	50.9
	VICE PRESIDENT	46.0	9.7	55.7		36.0	43.3	50.6
	SENIOR V.P.	46.0	20.1	66.1		36.6	45.2	53.8
	EXEC. V.P.	44.2	5.1	49.3				
	C.O.O.	37.0	6.0	43.0				
	VICE PRESIDENT	36.8	1.2	38.0		27.2	36.3	45.4
	VICE PRESIDENT	36.0	4.7	40.7				
	EXEC. V.P.				35.0			
	DIV. V.P./MGR.				33.9	25.4	31.8	38.1
	VICE PRESIDENT				33.0	27.4	34.2	41.0
	ASST. V.P./DIR	30.0	20.0	50.0				
	NO IN POSITION: 15							
$ 673.7	WEIGHTED GROUP AVG:	$ 46.5	$ 9.2	$ 55.7	$ 37.4			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 20 - TOP ADVERTISING EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9	SENIOR V.P.	$ 51.3	$ 7.5	$ 58.8		$ 49.0	$ 56.0	$ 63.0
TO	CEO/PRESIDENT	48.4	4.6	53.0				
$250.0	VICE PRESIDENT	47.0	6.6	53.6		43.0	56.0	69.0
	GROUP EXEC.				$ 45.2	42.0	44.5	47.0
	VICE PRESIDENT	43.5	4.0	47.5		34.4	41.1	47.8
	VICE PRESIDENT	43.0	0.0	43.0		31.2	41.6	52.0
	VICE PRESIDENT	40.5	1.1	41.6				
	VICE PRESIDENT	39.5	6.7	46.2		27.7	34.7	42.9
	VICE PRESIDENT	38.0	1.8	39.8		22.9	29.0	35.1
	DIV. V.P./MGR.				37.2			
	SENIOR V.P.	36.9	0.0	36.9				
	VICE PRESIDENT	35.5	5.1	40.6				
	VICE PRESIDENT				33.0			
	GROUP EXEC.				31.0	23.7	32.9	38.7
	CEO/PRESIDENT	30.0	3.0	33.0				
	NO IN POSITION: 16							
$ 352.0	WEIGHTED GROUP AVG:	$ 41.2	$ 3.7	$ 44.9	$ 35.9			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 20 - TOP ADVERTISING EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$249.9 AND BELOW	CEO/PRESIDENT	$ 52.0	$ 15.6	$ 67.6				
	C.O.O.	49.9	5.5	55.4				
	BOARD OF DIR.	42.9	5.5	48.4		$ 36.8	$ 43.3	$ 49.8
	VICE PRESIDENT	40.0	6.0	46.0		33.0	41.0	49.0
	VICE PRESIDENT				$ 37.4		37.4	
	VICE PRESIDENT	36.7	10.5	47.2				
	C.O.O.				36.5			
	SENIOR V.P.	33.0	0.0	33.0				
					28.9			
	CEO/PRESIDENT	26.0	0.5	26.5				
	CEO/PRESIDENT	25.5	2.4	27.9				
	CEO/PRESIDENT				25.0	20.0	25.0	30.0
	MANAGER				21.0			
	NO IN POSITION: 13							
$ 153.0	WEIGHTED GROUP AVG:	$ 38.3	$ 5.7	$ 44.0	$ 29.8			
	NO IN POSITION: 60							
$ 1137.7	POSITION AVERAGE:	$ 50.7	$ 8.9	$ 59.6	$ 36.7			



LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.46	1.29
Bonus Co's Total Comp	------	0.42	1.35
Nonbonus Co's Salary	-.-.-.	0.52	1.21

SURVEY POSITION #20 - TOP ADVERTISING EXECUTIVE

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 21 - TOP GROCERY OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's grocery merchandising program in accordance with the firm's overall merchandising policies. Plans and develops, with store operations, merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted grocery sales, profit and turnover. Directs and controls all grocery buying and pricing. Directs and controls product selection, promotion and advertising plans. Develops financial forecasts for grocery sales and profits.

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$500.0 AND ABOVE	EXEC. V.P.	$117.0	$ 50.4	$167.4		$ 90.8	$113.4	$136.1
	EXEC. V.P.	90.0	35.8	125.8		69.0	90.0	111.0
	CEO/PRESIDENT	85.0	139.4	224.4				
	EXEC. V.P.	75.0	7.5	82.5				
	SENIOR V.P.	74.5	19.2	93.7		55.2	69.0	82.8
	VICE PRESIDENT	72.8	0.0	72.8		39.9		63.9
		65.0	1.0	66.0		50.5	63.1	575.7
	VICE PRESIDENT	63.4	9.5	72.9		46.7	58.4	70.0
	GROUP EXEC.				$ 60.0			
	GROUP EXEC.	60.0	24.6	84.6				48.0
	DIV. V.P./MGR.	50.0	4.5	54.5				
	NO IN POSITION:	11						
$ 1215.5	WEIGHTED GROUP AVG:	$ 75.3	$ 29.2	$104.5	$ 60.0			

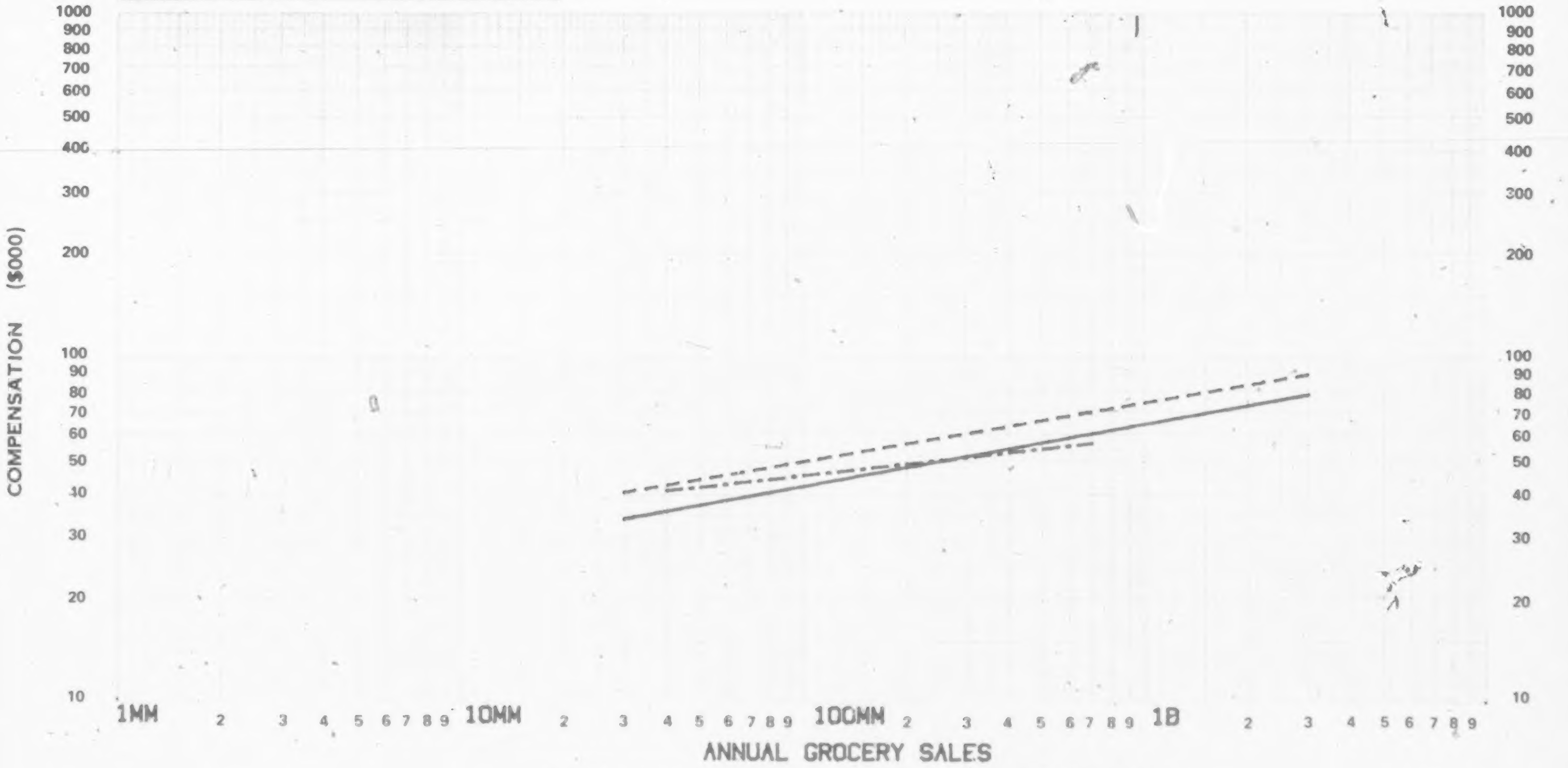
FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 21 - TOP GROCERY OPERATIONS EXECUTIVE

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$499.9	EXEC. V.P.	$ 88.4	$ 12.5	$100.9				
TO	EXEC. V.P.				$ 66.0	$ 41.5	$ 52.9	$ 64.3
$250.0	EXEC. V.P.	60.0	20.0	80.0				
	SENIOR V.P.	52.0	7.5	59.5		49.0	56.0	63.0
	VICE PRESIDENT	52.0	10.8	62.8		44.0	53.0	62.0
	SENIOR V.P.	52.0	9.7	61.7		43.4	53.3	62.9
	CEO/PRESIDENT				51.0			
	GROUP EXEC.	48.4	3.6	52.0		45.6	57.0	68.4
	VICE PRESIDENT	46.0	2.3	48.3		35.5	45.1	54.7
	SENIOR V.P.	46.0	2.6	48.6		36.6	45.2	53.8
	VICE PRESIDENT	41.8	8.3	50.1		31.8	39.7	49.7
	GROUP EXEC.				37.9	27.4	34.2	41.0
	ASST. V.P./DIR	35.0	40.0	75.0				
	NO IN POSITION: 13							
$ 329.8	WEIGHTED GROUP AVG:	$ 52.2	$ 11.7	$ 63.9	$ 51.6			
$249.9	CEO/PRESIDENT				$ 85.9		$ 85.9	
TO	C.O.O.	$ 59.0	$ 8.8	$ 67.8				
[illegible]	GROUP EXEC.	54.0	0.0	54.0		46.2	58.5	70.3
	GROUP EXEC.	53.8	12.3	66.1		52.5	60.5	68.5
	CEO/PRESIDENT	52.3	4.9	57.2				
	VICE PRESIDENT	51.5	6.0	57.5		38.0	45.6	53.1
	VICE PRESIDENT	45.6	6.8	52.4		26.6	36.0	45.3
	DIV. V.P./MGR.				41.2	34.5	43.2	51.8
	VICE PRESIDENT	36.0	5.1	41.1				
	EXEC. V.P.	36.0	0.0	36.0				
	VICE PRESIDENT	35.0	0.9	35.9				
	NO IN POSITION: 11							
$ 167.9	WEIGHTED GROUP AVG:	$ 47.0	$ 5.0	$ 52.0	$ 63.5			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 21 - TOP GROCERY OPERATIONS EXECUTIVE

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$99.9 AND BELOW	VICE PRESIDENT				$ 51.0			
	VICE PRESIDENT	$ 48.0	$ 13.0	$ 61.0		$ 44.0	$ 55.0	$ 66.0
	VICE PRESIDENT				48.0			
	CEO/PRESIDENT	45.5	2.7	48.2				
	SENIOR V.P.	42.3	0.0	42.3				
	EXEC. V.P.	42.0	0.0	42.0				
	CEO/PRESIDENT				39.0	30.0	35.0	45.0
	VICE PRESIDENT				39.0			
	BOARD OF DIR.	36.4	4.3	40.7		39.4	46.4	53.3
	EXEC. V.P.	29.9	25.0	54.9				
	CEO/PRESIDENT	28.0	7.0	35.0				
	NO IN POSITION: 11							
$ 67.2	WEIGHTED GROUP AVG:	$ 38.9	$ 7.4	$ 46.3	$ 44.3			
NO SCOPE REPORTED	SENIOR V.P.	$115.0	$ 28.4	$143.4		$ 87.8	$109.7	$131.6
	C.O.O.				$ 66.6			
	SENIOR V.P.	57.0	14.3	71.3		41.2	54.9	68.6
	VICE PRESIDENT	40.0	4.8	44.8		26.9	33.7	40.4
	VICE PRESIDENT	36.0	0.0	36.0		31.2	41.6	52.0
					27.0			
	NO IN POSITION: 6							
	WEIGHTED GROUP AVG:	$ 62.0	$ 11.9	$ 73.9	$ 46.8			
	NO IN POSITION: 52							
$ 440.1	POSITION AVERAGE:	$ 55.4	$ 13.9	$ 69.3	$ 51.0			

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.49	1.23
Bonus Co's Total Comp	------	0.38	1.27
Nonbonus Co's Salary	-.-.-.-	0.26	1.20



ANNUAL GROCERY SALES

SURVEY POSITION #21 - TOP GROCERY OPERATIONS EXECUTIVE

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 22 - TOP MEAT OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's meat merchandising program (including deli) in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted meat sales, profit and turnover. Directs and controls all meat buying and pricing. Directs and controls meat selection, promotion and advertising plans. Develops financial forecasts for meat sales and profits.

SCOPE		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
ANNUAL MEAT SALES ($MIL)	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$150.0 AND ABOVE	SENIOR V.P.	$ 90.0	$ 24.3	$114.3		$ 66.0	$ 82.5	$ 99.0
	GROUP EXEC.	86.0	0.0	86.0		46.2	58.5	70.3
	SENIOR V.P.				$ 85.0			
	EXEC. V.P.	78.8	7.9	86.7				
	CEO/PRESIDENT	75.0	139.4	214.4				
	VICE PRESIDENT	66.3	10.7	77.0		58.9	73.6	88.3
	VICE PRESIDENT	66.0	26.6	92.6		55.0	71.0	87.0
	VICE PRESIDENT	65.3	0.0	65.3		39.9		63.9
	GROUP EXEC.	60.0	13.0	73.0				48.0
	DIV. V.P./MGR.	57.0	6.8	63.8				
	VICE PRESIDENT	47.0	3.0	50.0		48.6	60.8	72.9
	NO IN POSITION: 11							
$ 381.3	WEIGHTED GROUP AVG:	$ 69.1	$ 23.2	$ 92.3	$ 85.0			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 22 - TOP MEAT OPERATIONS EXECUTIVE

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$149.9	EXEC. V.P.	$ 76.0	$ 6.6	$ 82.6				
TO	EXEC. V.P.				$ 75.5	$ 43.6	$ 55.8	$ 68.0
$100.0	C.O.O.	74.5	28.9	103.4				74.5
	GROUP EXEC.	62.4	5.4	67.8		44.0	55.0	66.1
	SENIOR V.P.	62.0	27.2	89.2		49.9	61.2	72.4
	EXEC. V.P.	60.0	20.0	80.0				
	MANAGER	48.3	11.4	59.7		39.8	47.9	56.0
	SENIOR V.P.				43.0	43.0	53.7	64.4
	VICE PRESIDENT	39.0	23.4	62.4				
	SENIOR V.P.	38.0	2.3	40.3		36.6	45.2	53.8
					36.1	27.1	34.0	40.1
	NO IN POSITION: 11							
$ 125.0	WEIGHTED GROUP AVG:	$ 57.5	$ 15.7	$ 73.2	$ 51.5			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 22 - TOP MEAT OPERATIONS EXECUTIVE

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$99.9	SENIOR V.P.	$ 90.0	$ 10.0	$100.0		$ 87.0	$ 94.0	$101.0
TO	C.O.O.	78.0	11.5	89.5				
$50.0	CEO/PRESIDENT	64.1	5.8	69.9				
	C.O.O.	59.0	9.0	68.0		49.0	63.0	77.0
		58.0	1.8	59.8		46.8	58.5	70.2
	CEO/PRESIDENT				$ 55.5			
	SENIOR V.P.	55.0	7.1	62.1				
	VICE PRESIDENT	54.4	2.3	56.7		39.9	50.9	62.0
	VICE PRESIDENT	50.0	10.0	60.0		36.6	45.8	57.7
	VICE PRESIDENT	48.0	4.5	52.5		36.0	43.3	50.6
	GROUP EXEC.	47.3	11.7	59.0		45.5	48.0	50.5
	GROUP EXEC.				42.0	35.1	43.9	52.7
	VICE PRESIDENT	39.7	5.8	45.5		26.6	36.0	45.3
	EXEC. V.P.	35.0	0.0	35.0				
	ASST. V.P./DIR	35.0	43.0	78.0				
	DIV. V.P./MGR.				33.9	29.7	37.0	44.5
	NO IN POSITION: 16							
$ 74.0	WEIGHTED GROUP AVG:	$ 54.9	$ 9.4	$ 64.3	$ 43.8			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 22 - TOP MEAT OPERATIONS
EXECUTIVE

SCOPE ANNUAL MEAT SALES ($MIL)		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$49.9	CEO/PRESIDENT				$ 61.2		$ 61.2	
AND BELOW	C.O.O.	$ 59.0	$ 8.8	$ 67.8				
	CEO/PRESIDENT	57.2	11.1	68.3				
	VICE PRESIDENT	52.5	15.0	67.5		59.0	74.0	89.0
	VICE PRESIDENT	50.0	6.8	56.8				
	VICE PRESIDENT				47.5			
	SENIOR V.P.	46.6	0.0	46.6				
	ASST. V.P./DIR	45.0	11.2	56.2				
	VICE PRESIDENT				42.6			
	CEO/PRESIDENT				41.0	30.0	35.0	45.0
	CEO/PRESIDENT	40.7	0.3	41.0				
	EXEC. V.P.	40.0	0.0	40.0				
	BOARD OF DIR.	37.6	4.3	41.9		38.3	45.1	51.8
	C.O.O.	37.2	2.2	39.4				
	EXEC. V.P.	32.5	25.0	57.5				
	C.O.O.				32.2			
	CEO/PRESIDENT	32.2	4.6	36.8				
	CEO/PRESIDENT	30.0	5.6	35.6				
	ASST. V.P./DIR				27.5			
	NO IN POSITION:	19						
$ 26.3	WEIGHTED GROUP AVG:	$ 43.1	$ 7.3	$ 50.4	$ 42.0			

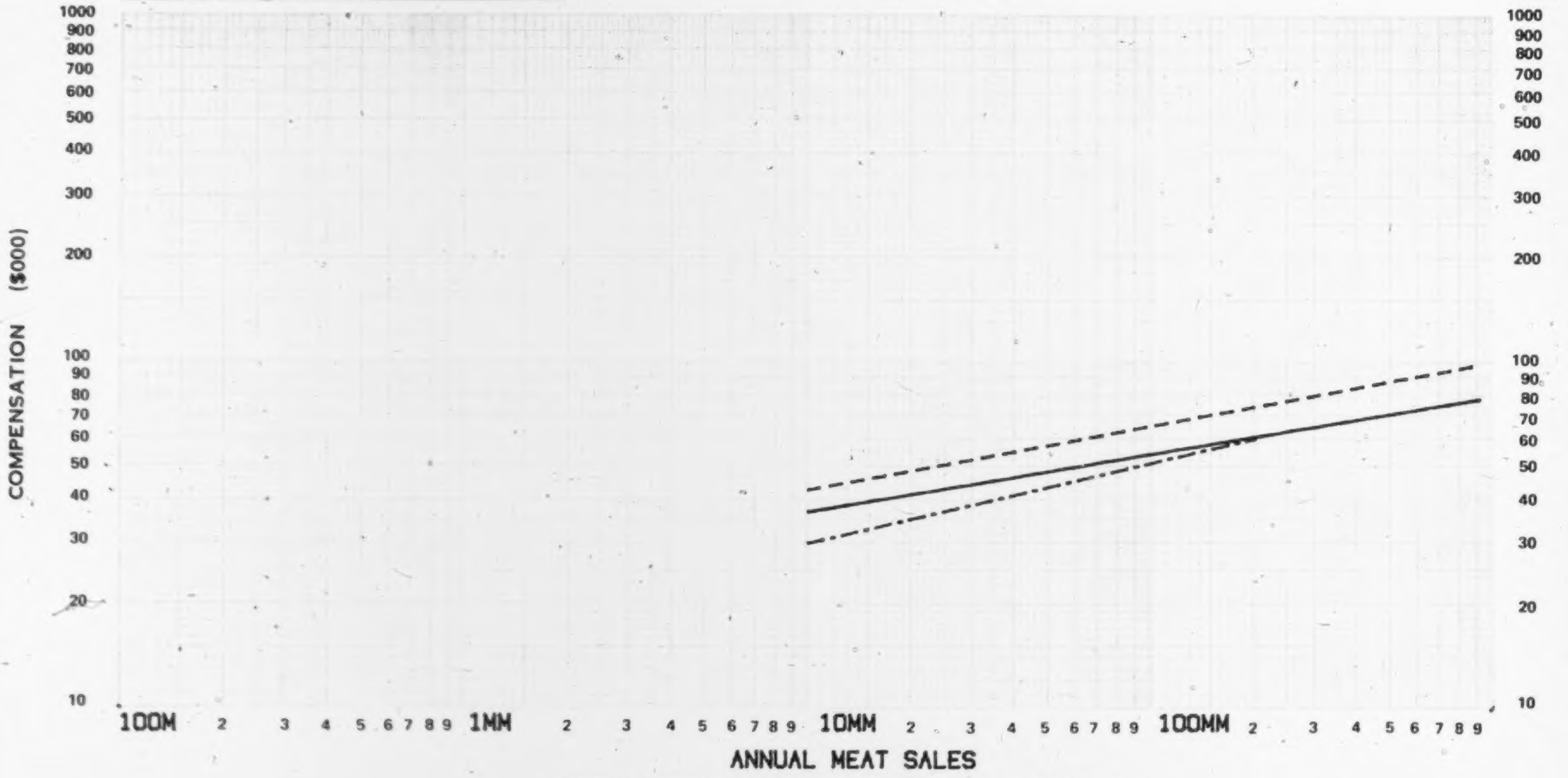
FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 22 - TOP MEAT OPERATIONS EXECUTIVE

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	SENIOR V.P.	$ 79.1	$ 19.9	$ 99.0		$ 54.1	$ 72.1	$ 90.1
	VICE PRESIDENT	76.2	11.2	87.4		77.7	97.1	116.5
	VICE PRESIDENT	75.0	0.0	75.0		36.9	49.5	62.0
	C.O.O.				$ 57.7			
	SENIOR V.P.	50.0	0.0	50.0				50.0
	C.O.O.				46.0			
	VICE PRESIDENT	40.0	3.7	43.7		30.5	38.1	45.7
					32.3			
	NO IN POSITION: 8							
	WEIGHTED GROUP AVG:	$ 64.1	$ 6.9	$ 71.0	$ 45.3			
	NO IN POSITION: 65							
$ 127.2	POSITION AVERAGE:	$ 56.0	$ 12.5	$ 68.5	$ 47.4			

Food Marketing Institute

1983/1984 MANAGEMENT COMPENSATION STUDY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.35	1.27
Bonus Co's Total Comp	- - - - - -	0.29	1.36
Nonbonus Co's Salary	-·-·-·-	0.34	1.30



SURVEY POSITION #22 - TOP MEAT OPERATIONS EXECUTIVE

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 23 - TOP PRODUCE OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's produce merchandising program in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted produce sales, profit and turnover. Directs and controls all produce buying and pricing. Directs and controls produce selection, promotion and advertising plans. Develops financial forecasts for produce sales and profits.

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$100.0	GROUP EXEC.				$ 82.0			
AND ABOVE	EXEC. V.P.	$ 80.0	$ 8.5	$ 88.5				
	SENIOR V.P.	76.5	22.1	98.6		$ 55.2	$ 69.0	$ 82.8
	CEO/PRESIDENT	75.0	139.4	214.4				
	VICE PRESIDENT	69.0	12.0	81.0		48.6	60.8	72.9
	VICE PRESIDENT	64.1	7.8	71.9		52.3	65.3	78.4
	VICE PRESIDENT	58.0	22.7	80.7		55.0	71.0	87.0
	GROUP EXEC.	57.0	10.2	67.2				48.0
	VICE PRESIDENT	56.6	0.0	56.6		39.9		63.9
	DIV. V.P./MGR.	50.0	5.9	55.9				
	NO IN POSITION: 10							
$ 184.6	WEIGHTED GROUP AVG:	$ 65.1	$ 25.4	$ 90.5	$ 82.0			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 23 - TOP PRODUCE OPERATIONS EXECUTIVE

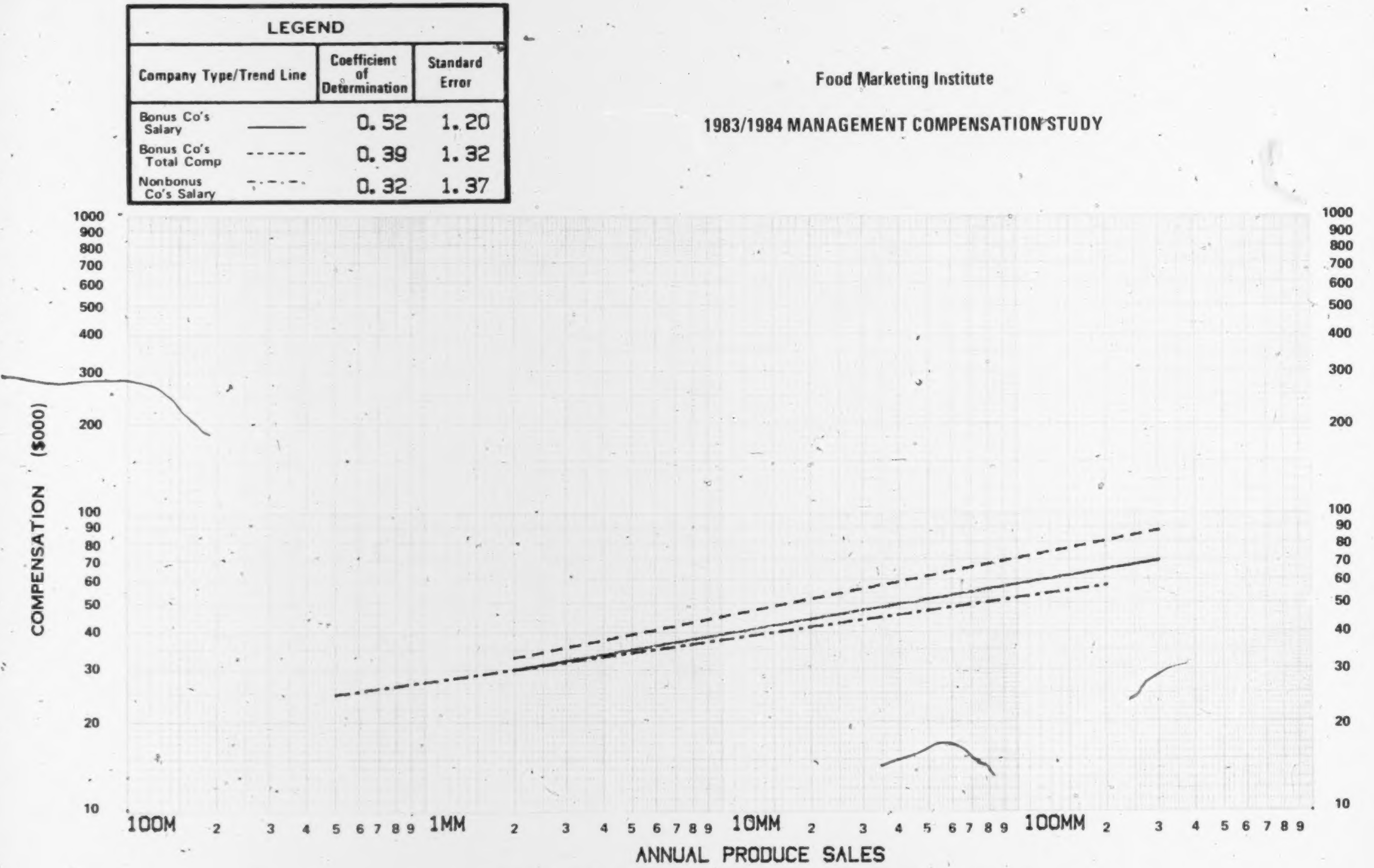
SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$99.9	EXEC. V.P.				$ 66.2	$ 39.3	$ 49.9	$ 60.5
TO	C.O.O.	$ 63.0	$ 28.9	$ 91.9				63.0
$50.0	GROUP EXEC.	62.0	0.0	62.0		38.2	48.3	58.5
	CEO/PRESIDENT	52.0	10.2	62.2				
	EXEC. V.P.	51.5	17.1	68.6				
	SENIOR V.P.	46.5	3.5	50.0		36.6	45.2	53.8
		45.0	1.0	46.0		46.8	58.5	70.2
	GROUP EXEC.	43.5	2.7	46.2		43.3	54.1	64.9
		------	------	------	------			
	NO IN POSITION: 8							
$ 63.5	WEIGHTED GROUP AVG:	$ 51.9	$ 9.1	$ 61.0	$ 66.2			
$49.9	CEO/PRESIDENT	$ 70.0	$ 30.0	$100.0		$ 62.0	$ 77.0	$ 93.0
TO	SENIOR V.P.	60.0	10.0	70.0		58.0	65.0	82.0
$25.0	C.O.O.	58.0	9.0	67.0		43.0	56.0	69.0
	SENIOR V.P.	53.0	7.2	60.2				
	CEO/PRESIDENT				$ 51.0			
	VICE PRESIDENT	50.9	3.8	54.7		41.4	53.7	66.0
	SENIOR V.P.	48.6	17.3	65.9		39.5	48.4	57.3
	VICE PRESIDENT	48.0	9.6	57.6		36.6	45.8	57.7
	VICE PRESIDENT	48.0	2.2	50.2		35.5	45.1	54.7
	SENIOR V.P.				47.0	43.0	53.7	64.4
	GROUP EXEC.				41.5	35.1	43.9	52.7
	EXEC. V.P.	38.0	0.0	38.0				
	VICE PRESIDENT	33.5	3.0	36.5				
	DIV. V.P./MGR.				32.7	27.4	34.3	41.5
					30.4	27.1	34.0	40.1
	ASST. V.P./DIR	30.0	25.0	55.0				
		------	------	------	------			
	NO IN POSITION: 16							
$ 35.5	WEIGHTED GROUP AVG:	$ 48.9	$ 10.7	$ 59.6	$ 40.5			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 23 - TOP PRODUCE OPERATIONS EXECUTIVE

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$24.9	C.O.O.	$ 59.0	$ 8.8	$ 67.8				
TO	CEO/PRESIDENT	57.8	5.5	63.3				
$10.0	ASST. V.P./DIR	51.0	12.7	63.7				
	SENIOR V.P.	48.2	0.0	48.2				
	GROUP EXEC.	45.8	7.0	52.8		$ 44.0	$ 49.3	$ 54.5
	VICE PRESIDENT				$ 42.6			
	VICE PRESIDENT	42.0	3.9	45.9		34.4	41.1	47.8
	VICE PRESIDENT	40.0	6.8	46.8				
	CEO/PRESIDENT				38.2		38.2	
	C.O.O.	37.7	2.2	39.9				
	BOARD OF DIR.	37.0	0.0	37.0		37.8	44.5	51.2
	VICE PRESIDENT	33.8	2.0	35.8		22.9	30.4	37.8
	NO IN POSITION: 12							
$ 16.2	WEIGHTED GROUP AVG:	$ 45.2	$ 4.9	$ 50.1	$ 40.4			
$9.9	EXEC. V.P.	$ 40.0	$ 0.0	$ 40.0				
AND BELOW	CEO/PRESIDENT				$ 36.4	$ 30.0	$ 35.0	$ 45.0
	EXEC. V.P.	32.5	25.0	57.5				
	CEO/PRESIDENT	31.7	4.5	36.2				
	VICE PRESIDENT				31.5			
	CEO/PRESIDENT	30.0	5.8	35.8				
	C.O.O.				21.5			
	NO IN POSITION: 7							
$ 5.8	WEIGHTED GROUP AVG:	$ 33.6	$ 8.8	$ 42.4	$ 29.8			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 23 - TOP PRODUCE OPERATIONS EXECUTIVE

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	VICE PRESIDENT	$ 83.0	$ 10.1	$ 93.1		$ 69.0	$ 86.2	$103.4
	C.O.O.				$ 54.6			
	SENIOR V.P.	50.0	0.0	50.0				50.0
	VICE PRESIDENT	45.0	5.4	50.4		30.5	38.1	45.7
	VICE PRESIDENT	40.7	0.0	40.7		28.1	37.3	46.5
	C.O.O.				38.0			
					30.2			
	NO IN POSITION: 7							
	WEIGHTED GROUP AVG:	$ 54.7	$ 3.9	$ 58.6	$ 40.9			
	NO IN POSITION: 60							
$ 59.6	POSITION AVERAGE:	$ 51.0	$ 11.3	$ 62.3	$ 42.9			



SURVEY POSITION #23 - TOP PRODUCE OPERATIONS EXECUTIVE

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 24 - TOP GEN'L MERCH/NONFOOD OPERATIONS EXEC.

Plans and directs the corporation's or operating company's nonfood merchandising programs in accordance with the firm's overall merchandising policies. Plans and develops nonfood merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted nonfood sales, profit and turnover. Directs and controls all nonfood buying and pricing. Directs and controls nonfood product selection, promotion and advertising plans. Develops financial forecasts for nonfood sales and profits.

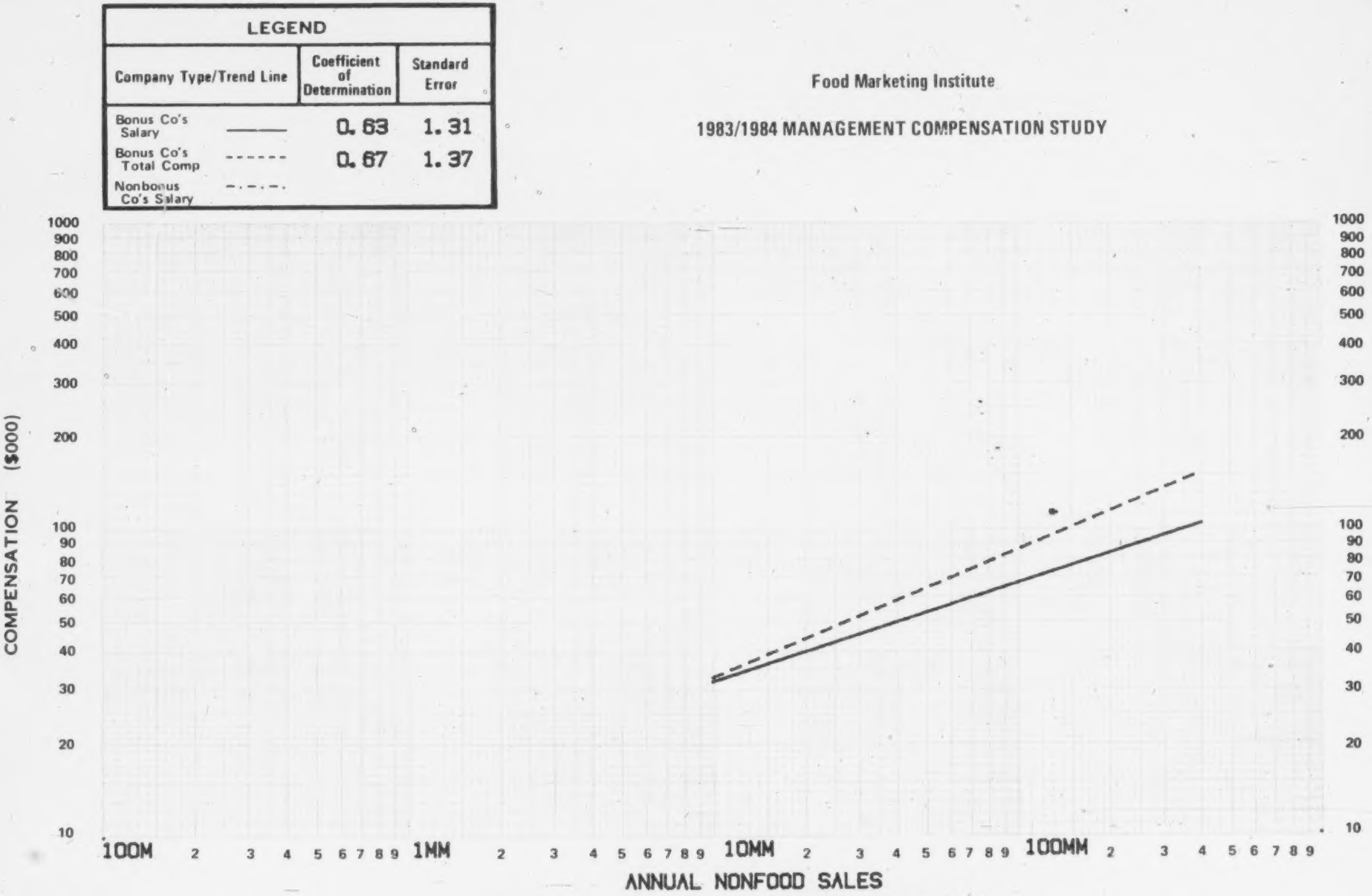
SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$100.0 AND ABOVE	EXEC. V.P.	$145.0	$ 61.8	$206.8		$102.7	$128.3	$154.0
	C.O.O.	104.5	15.0	119.5				
	CEO/PRESIDENT	85.0	139.4	224.4				
	SENIOR V.P.	80.0	22.4	102.4				
	EXEC. V.P.	72.5	7.2	79.7				
	VICE PRESIDENT	70.3	11.0	81.3		46.7	58.4	70.0
	C.O.O.	63.0	37.1	100.1				63.0
	GROUP EXEC.				$ 57.5			
	GROUP EXEC.	55.0	10.2	65.2				48.0
	NO IN POSITION: 9							
$ 204.9	WEIGHTED GROUP AVG:	$ 84.4	$ 38.0	$122.4	$ 57.5			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 24 - TOP GEN'L MERCH/NONFOOD OPERATIONS EXEC.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$99.9	EXEC. V.P.	$122.0	$ 27.9	$149.9				
TO	EXEC. V.P.				$ 85.9	$ 39.3	$ 49.9	$ 60.5
$25.0	GROUP EXEC.	64.7	5.4	70.1		44.0	55.0	66.1
	CEO/PRESIDENT	60.0	11.0	71.0				
	EXEC. V.P.	58.2	6.5	64.7				
	EXEC. V.P.	58.0	19.3	77.3				
	EXEC. V.P.	45.8	5.3	51.1				
	C.O.O.				45.2			
	VICE PRESIDENT	43.8	2.2	46.0		35.5	45.1	54.7
		42.0	0.9	42.9		35.7	44.6	53.5
	DIV. V.P./MGR.				41.6	34.5	43.2	51.8
	SENIOR V.P.				37.0	35.9	44.1	52.1
	ASST. V.P./DIR	30.0	26.0	56.0				
	NO IN POSITION: 13							
$ 55.4	WEIGHTED GROUP AVG:	$ 58.3	$ 11.6	$ 69.9	$ 52.4			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 24 - TOP GEN'L MERCH/NONFOOD OPERATIONS EXEC.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$24.9	SENIOR V.P.				$ 45.0	$ 43.0	$ 53.7	$ 64.4
AND BELOW	VICE PRESIDENT	$ 44.0	$ 6.5	$ 50.5		36.0	43.3	50.6
	VICE PRESIDENT				43.9	27.4	34.2	41.0
	VICE PRESIDENT				42.6			
	GROUP EXEC.				41.6	39.9	41.9	43.9
	CEO/PRESIDENT	41.6	2.5	44.1				
	EXEC. V.P.				40.0			
	EXEC. V.P.	40.0	0.0	40.0				
	VICE PRESIDENT	38.9	3.7	42.6				
	CEO/PRESIDENT				33.8	30.0	35.0	45.0
	VICE PRESIDENT	33.7	6.7	40.4		27.7	34.7	42.9
	ASST. V.P./DIR	32.4	0.0	32.4				
	EXEC. V.P.	29.9	25.0	54.9				
	VICE PRESIDENT	29.7	1.7	31.4		21.8	26.9	31.9
	CEO/PRESIDENT	24.5	2.9	27.4				
	NO IN POSITION: 15							
$ 12.4	WEIGHTED GROUP AVG:	$ 35.0	$ 5.4	$ 40.4	$ 41.2			
NO SCOPE	CEO/PRESIDENT	$ 60.0	$ 5.0	$ 65.0		$ 54.4	$ 68.1	$ 81.7
REPORTED	SENIOR V.P.	59.0	4.6	63.6		33.2	44.2	55.3
	ASST. V.P./DIR				$ 40.0	34.7	43.9	53.1
	VICE PRESIDENT	33.0	0.0	33.0		28.1	37.3	46.5
					23.4			
	NO IN POSITION: 5							
	WEIGHTED GROUP AVG:	$ 50.7	$ 3.2	$ 53.9	$ 31.7			
	NO IN POSITION: 42							
$ 74.3	POSITION AVERAGE:	$ 57.5	$ 16.1	$ 73.6	$ 44.4			



SURVEY POSITION #24 - TOP GEN'L MERCH/NONFOOD
OPERATIONS EXEC.

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

Responsible for carrying out merchandising programs for grocery products among an assigned number of stores. Determines the type of grocery items, quality, grades and brands. Recommends retail prices on grocery items as appropriate. Coordinates the purchase of grocery products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$250.0 AND ABOVE	VICE PRESIDENT	$ 56.1	$ 0.0	$ 56.1				
	DIV. V.P./MGR.	47.7	6.0	53.7		$ 39.3	$ 49.1	$ 58.9
	DIV. V.P./MGR.	46.8	3.5	50.3		36.7	45.0	53.3
	DIV. V.P./MGR.	45.0	0.0	45.0		38.9	47.2	55.5
	VICE PRESIDENT	44.8	7.5	52.3		32.7	39.0	45.3
	VICE PRESIDENT	41.0	3.6	44.6				
	SENIOR V.P.	40.0	5.0	45.0		38.0	45.0	52.0
	EXEC. V.P.	39.5	2.6	42.1				
	VICE PRESIDENT				$ 33.5	32.8	40.0	47.6
	DIV. V.P./MGR.				31.5			
					29.5	28.4	35.5	42.6
	MANAGER				28.4	28.5	33.8	39.2
	NO IN POSITION: 22							
$ 317.8	WEIGHTED GROUP AVG:	$ 45.0	$ 4.9	$ 49.8	$ 30.7			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$249.9	CEO/PRESIDENT	$ 57.2	$ 5.2	$ 62.4				
TO	REG. V.P./MGR.	54.5	14.5	69.0		$ 35.8	$ 44.7	$ 53.7
$150.0	VICE PRESIDENT	48.9	16.3	65.2				
	GROUP EXEC.	46.8	10.5	57.3		45.0	47.5	50.0
	MANAGER	41.1	2.4	43.5		33.4	41.8	50.1
	VICE PRESIDENT	41.0	4.2	45.2		32.7	39.0	45.3
	ASST. V.P./DIR				$ 37.8	28.3	36.0	43.5
	DIV. V.P./MGR.				37.5	31.2	38.4	45.6
	MANAGER	35.7	0.9	36.6				
	VICE PRESIDENT	30.8	3.4	34.2				
	ASST. V.P./DIR	28.5	0.0	28.5				
	NO IN POSITION: 19							
$ 196.9	WEIGHTED GROUP AVG:	$ 43.7	$ 6.8	$ 50.5	$ 37.6			
$149.9	DIST.MANAGER	$ 45.7	$ 8.1	$ 53.8		$ 32.7	$ 39.0	$ 45.3
TO	C.O.O.	42.6	3.2	45.8				
$100.0	VICE PRESIDENT	38.0	10.0	48.0				
	DIV. V.P./MGR.	36.5	1.7	38.2		27.2	36.3	45.4
	ASST. V.P./DIR	35.7	2.5	38.2		28.9	36.1	43.4
	VICE PRESIDENT				$ 34.3		34.3	
	NO IN POSITION: 13							
$ 120.6	WEIGHTED GROUP AVG:	$ 39.3	$ 4.3	$ 43.6	$ 34.3			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

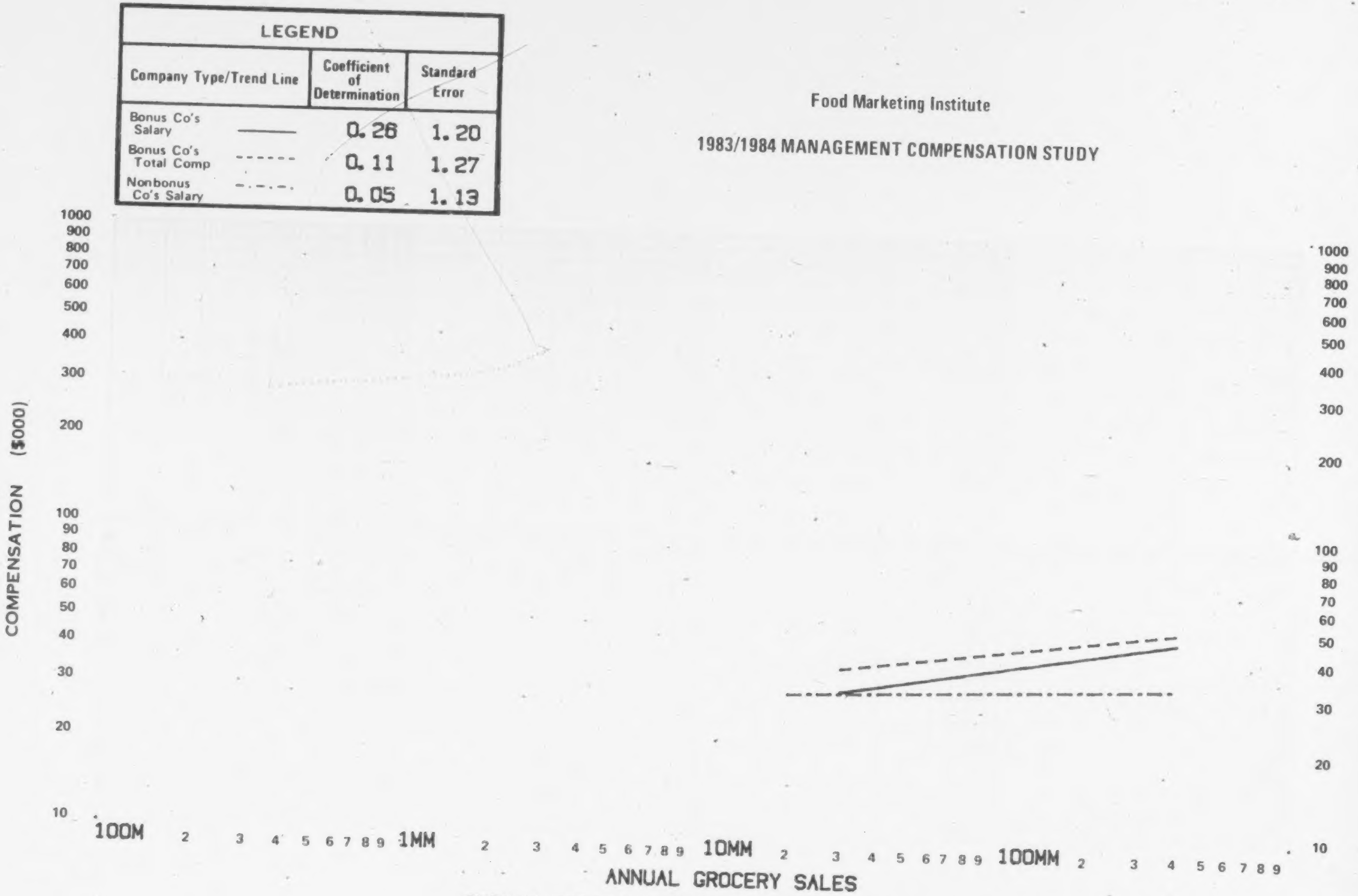
SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$99.9	GROUP EXEC.	$ 37.4	$ 7.0	$ 44.4		$ 34.0	$ 42.0	$ 50.0
TO	GROUP EXEC.	34.0	3.4	37.4				
$50.0	EXEC. V.P.	33.8	8.6	42.4				
	DIST.MANAGER	31.1	6.8	37.9				
	CEO/PRESIDENT	28.0	2.5	30.5				
	MANAGER				$ 25.3	21.6	26.9	32.2
	CEO/PRESIDENT	23.7	2.3	26.0				
	C.O.O.				18.7			
	NO IN POSITION: 19							
$ 70.0	WEIGHTED GROUP AVG:	$ 31.2	$ 6.0	$ 37.2	$ 24.4			
$49.9	REG. V.P./MGR.	$ 42.9	$ 23.1	$ 66.0		$ 40.8	$ 42.8	$ 44.7
AND BELOW	ASST. V.P./DIR	35.0	3.5	38.5		30.7	36.1	41.6
	MANAGER				$ 32.0			
	ASST. V.P./DIR	31.8	0.0	31.8				
	ASST. V.P./DIR				30.9			
					28.0	25.0	30.0	32.0
	NO IN POSITION: 21							
$ 39.1	WEIGHTED GROUP AVG:	$ 40.4	$ 17.4	$ 57.8	$ 30.6			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	DIV. V.P./MGR.	$ 53.4	$ 6.9	$ 60.3		$ 44.6	$ 55.7	$ 66.8
	DIV. V.P./MGR.	52.4	6.0	58.4		44.6	55.7	66.8
	DIV. V.P./MGR.	51.4	5.3	56.7		44.6	55.7	66.8
	DIV. V.P./MGR.				$ 42.9	20.0	29.2	38.3
		40.0	0.0	40.0				
	C.O.O.				39.0			
	C.O.O.	38.8	3.2	42.0				
	MANAGER				37.6	32.3	43.0	53.8
	MANAGER	36.0	0.0	36.0		23.3	30.2	37.0
	EXEC. V.P.				34.0			
					29.4			
					19.5			
	NO IN POSITION: 31							
	WEIGHTED GROUP AVG:	$ 48.3	$ 4.6	$ 52.9	$ 36.1			
	NO IN POSITION: 125							
$ 153.7	POSITION AVERAGE:	$ 42.1	$ 7.3	$ 49.4	$ 32.4			

Food Marketing Institute

1983/1984 MANAGEMENT COMPENSATION STUDY



LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.26	1.20
Bonus Co's Total Comp	------	0.11	1.27
Nonbonus Co's Salary	-·-·-·	0.05	1.13

SURVEY POSITION #25 - GROCERY MERCHANDISER

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

Responsible for carrying out merchandising programs for meat products (including deli) among an assigned number of stores. Determines the types of meat items, quality, grades and brands. Recommends retail prices on meat items as appropriate. Coordinates the purchase of meat products to ensure an appropriate assortment to achieve sales and profit objectives. Develops meat case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$50.0	VICE PRESIDENT	$ 59.5	$ 0.0	$ 59.5				
AND ABOVE	REG. V.P./MGR.	55.0	8.2	63.2		$ 31.5	$ 39.3	$ 47.2
					$ 54.0	32.1	40.3	48.5
	VICE PRESIDENT	52.5	4.7	57.2				
	VICE PRESIDENT				52.0	28.3	36.0	43.5
	SENIOR V.P.	51.5	7.5	59.0		49.0	56.0	63.0
	DIV. V.P./MGR.	49.9	5.7	55.6		39.3	49.1	58.9
	DIV. V.P./MGR.	43.1	4.6	47.7		36.7	45.0	53.3
	VICE PRESIDENT	42.7	7.3	50.0		32.7	39.0	45.3
	DIV. V.P./MGR.	40.0	0.0	40.0		38.9	47.2	55.5
	VICE PRESIDENT	38.3	4.1	42.4				
	ASST. V.P./DIR				38.2			
	MANAGER				38.1	24.4	28.7	32.9
	MANAGER	35.9	3.1	39.0		33.4	41.8	50.1
	DIV. V.P./MGR.				33.6			
	NO IN POSITION: 39							
$ 94.8	WEIGHTED GROUP AVG:	$ 45.4	$ 5.6	$ 51.0	$ 41.9			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$49.9	VICE PRESIDENT	$ 41.0	$ 13.7	$ 54.7				
TO	VICE PRESIDENT	39.4	12.6	52.0				
$25.0	DIST.MANAGER				$ 37.2	$ 30.1	$ 36.4	$ 42.6
	ASST. V.P./DIR	35.2	4.2	39.4		30.7	36.1	41.6
	MANAGER				34.5	33.8	41.2	48.6
	MANAGER	34.0	0.9	34.9				
	VICE PRESIDENT				33.3		33.3	
	ASST. V.P./DIR	33.3	2.5	35.8		26.7	33.4	40.0
					28.0	25.0	30.0	32.0
	MANAGER	27.8	2.6	30.4		27.0		28.5
	ASST. V.P./DIR	27.7	0.0	27.7				
	MANAGER				26.3	21.6	26.9	32.2
	NO IN POSITION: 24							
$ 39.7	WEIGHTED GROUP AVG:	$ 34.5	$ 6.1	$ 40.6	$ 32.1			

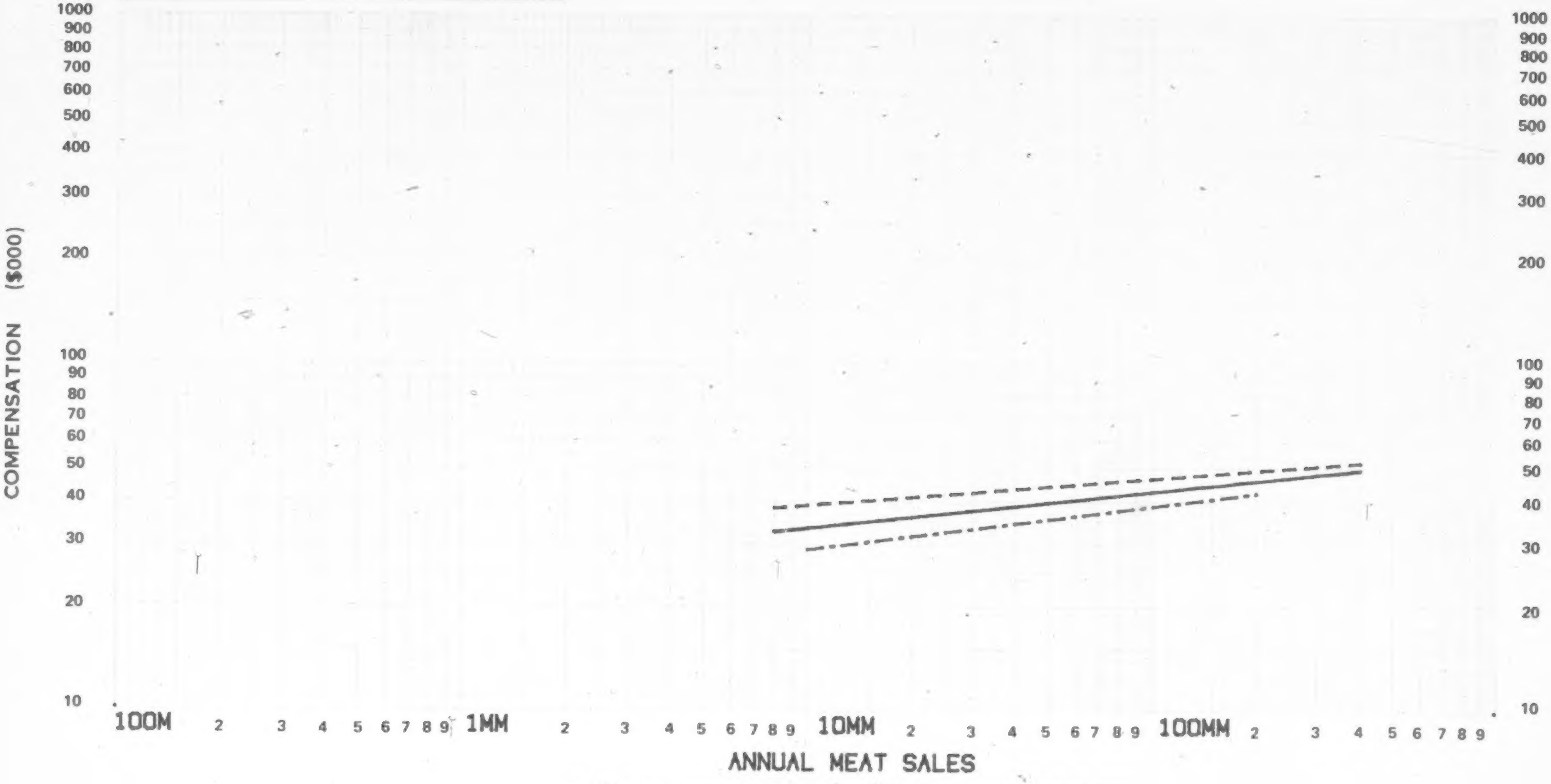
FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$24.9	REG. V.P./MGR.	$ 45.3	$ 12.9	$ 58.2		$ 40.6	$ 45.3	$ 50.0
AND BELOW	VICE PRESIDENT	44.8	1.2	46.0		27.2	36.3	45.4
	VICE PRESIDENT	44.4	3.4	47.8				
	VICE PRESIDENT				$ 42.9			
	VICE PRESIDENT	39.9	4.7	44.6		32.7	39.0	45.3
	DIV. V.P./MGR.	39.0	4.5	43.5				
	GROUP EXEC.	38.7	7.0	45.7		37.5	40.0	42.5
					35.3	28.4	35.5	42.6
	ASST. V.P./DIR	35.0	8.7	43.7				
	EXEC. V.P.	34.3	4.7	39.0				
	DIV. V.P./MGR.				33.3	27.0	33.0	39.0
	MANAGER				32.0			
	ASST. V.P./DIR	31.6	0.0	31.6				
	ASST. V.P./DIR	30.4	4.0	34.4		27.2	33.2	39.4
	ASST. V.P./DIR				27.5			
	DIST.MANAGER	27.0	7.3	34.3				
	C.O.O.				25.7			
	CEO/PRESIDENT	25.3	2.3	27.6		24.2	25.4	25.9
					24.0			
	NO IN POSITION: 61							
$ 15.4	WEIGHTED GROUP AVG:	$ 36.6	$ 6.8	$ 43.4	$ 33.9			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	DIV. V.P./MGR.	$ 54.4	$ 7.1	$ 61.5		$ 44.6	$ 55.7	$ 66.8
	DIV. V.P./MGR.	52.7	5.7	58.4		44.6	55.7	66.8
	VICE PRESIDENT	48.6	5.8	54.4		44.6	55.7	66.8
	C.O.O.	45.0	5.0	50.0				
		43.0	0.0	43.0				
	MANAGER				$ 37.8	30.8	41.1	51.4
	DIV. V.P./MGR.				36.5	24.1	35.1	46.0
	GROUP EXEC.				34.0			
	VICE PRESIDENT	34.0	0.0	34.0				34.0
	MANAGER	33.9	0.0	33.9		23.3	30.2	37.0
					28.0			
					26.1			
	MANAGER	24.0	1.8	25.8		19.8	24.8	29.7
	NO IN POSITION: 49							
	WEIGHTED GROUP AVG:	$ 38.0	$ 3.3	$ 41.3	$ 35.3			
	NO IN POSITION: 173							
$ 45.1	POSITION AVERAGE:	$ 38.8	$ 5.4	$ 44.2	$ 35.5			

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.18	1.23
Bonus Co's Total Comp	- - - - - -	0.08	1.26
Nonbonus Co's Salary	-.-.-.-.	0.22	1.23



SURVEY POSITION #26 - MEAT MERCHANDISER

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

Responsible for carrying out merchandising programs for produce products among an assigned number of stores. Determines the type of produce items, quality, grades and brands. Recommends retail prices on produce items as appropriate. Coordinates the purchase of produce products to ensure an appropriate assortment to achieve sales and profit objectives. Develops refrigeration case allocation and spacing programs, product promotions and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$25.0	ASST. V.P./DIR				$ 48.0	$ 46.0	$ 53.0	$ 60.0
AND ABOVE	DIV. V.P./MGR.	$ 47.4	$ 0.0	$ 47.4		38.9	47.2	55.5
	DIV. V.P./MGR.	43.1	7.7	50.8		36.7	45.0	53.3
	CEO/PRESIDENT	38.7	4.1	42.8				
	C.O.O.	38.4	4.6	43.0		33.4	41.8	50.1
	VICE PRESIDENT	38.1	0.0	38.1				
	VICE PRESIDENT				36.0	28.3	36.0	43.5
	DIV. V.P./MGR.				28.8			
	NO IN POSITION: 11							
$ 58.4	WEIGHTED GROUP AVG:	$ 40.1	$ 3.8	$ 43.9	$ 37.6			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

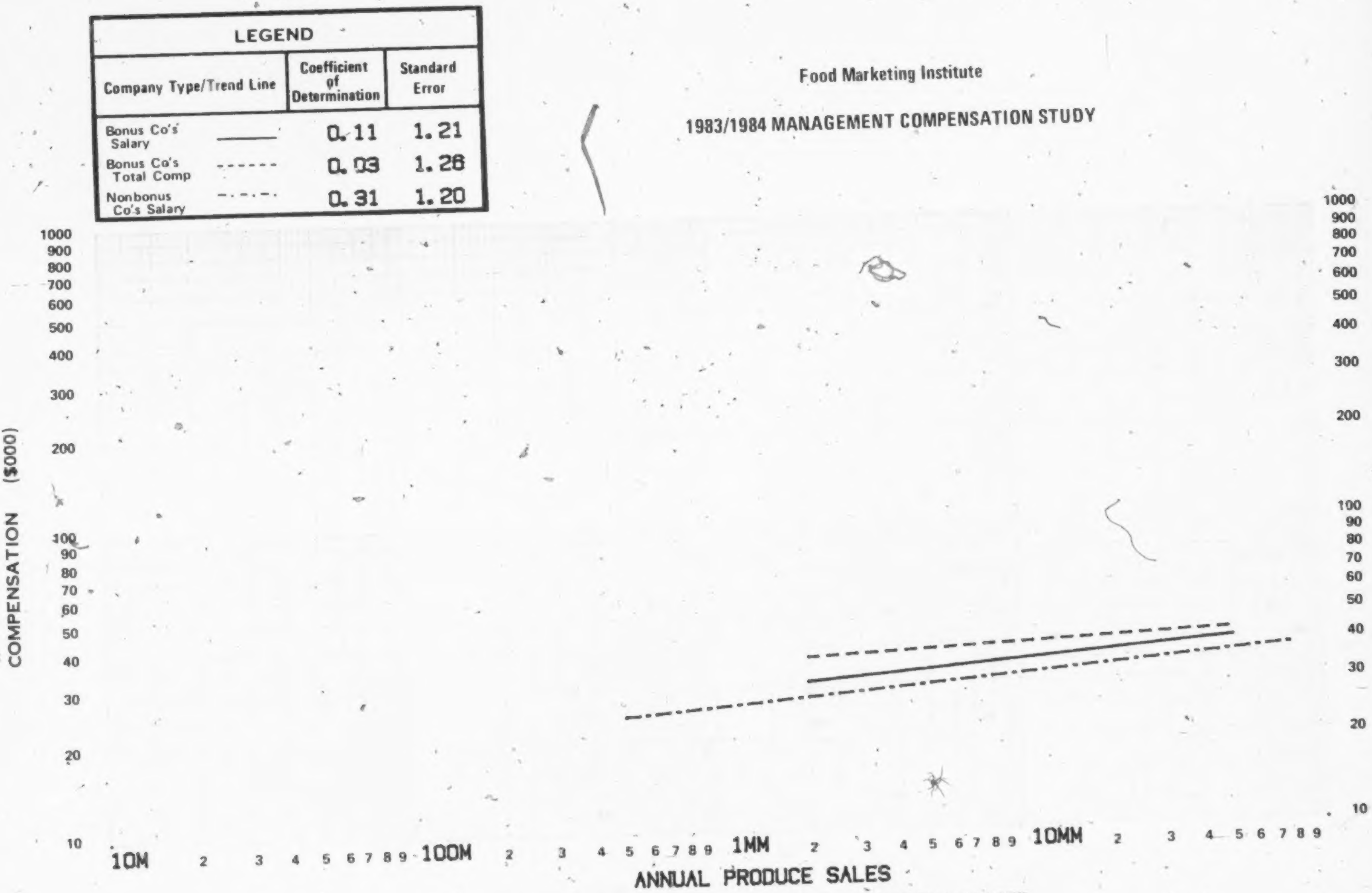
SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$24.9	VICE PRESIDENT	$ 50.1	$ 4.7	$ 54.8				
TO	DIV. V.P./MGR.	46.9	6.8	53.7		$ 39.3	$ 49.1	$ 58.9
$10.0	VICE PRESIDENT	44.7	3.4	48.1				
	VICE PRESIDENT	40.0	8.5	48.5				
	VICE PRESIDENT	39.0	4.2	43.2		32.7	39.0	45.3
	ASST. V.P./DIR				$ 36.0			
	DIV. V.P./MGR.	36.0	6.0	42.0				
	VICE PRESIDENT	34.5	2.8	37.3		28.0	33.2	38.4
	VICE PRESIDENT	33.7	11.2	44.9				
	ASST. V.P./DIR	33.0	8.2	41.2				
	DIV. V.P./MGR.				32.6	27.0	33.0	39.0
	ASST. V.P./DIR	32.4	2.5	34.9		25.7	32.1	38.6
					31.4	28.4	35.5	42.6
	DIST.MANAGER				31.0	30.1	36.4	42.6
	ASST. V.P./DIR	30.0	0.0	30.0				
	MANAGER	26.8	1.3	28.1				
	ASST. V.P./DIR	24.0	0.0	24.0				
	NO IN POSITION: 63							
$ 17.1	WEIGHTED GROUP AVG:	$ 37.5	$ 4.9	$ 42.4	$ 32.9			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$9.9	REG. V.P./MGR.	$ 42.1	$ 15.0	$ 57.1		$ 36.8	$ 41.5	$ 46.2
AND BELOW	EXEC. V.P.	40.0	6.2	46.2				
	GROUP EXEC.	38.0	6.0	44.0		37.0	38.5	40.0
	VICE PRESIDENT				$ 37.4			
	ASST. V.P./DIR	35.2	3.8	39.0		28.9	34.0	39.1
	MANAGER				32.0			
	ASST. V.P./DIR	30.3	4.0	34.3		27.2	33.2	39.4
					28.0	25.0	30.0	32.0
	ASST. V.P./DIR				26.9			
	CEO/PRESIDENT	23.6	2.3	25.9		23.6	24.3	26.0
					20.0			
	NO IN POSITION:	29						
$ 6.0	WEIGHTED GROUP AVG:	$ 37.1	$ 8.9	$ 46.0	$ 28.9			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE REPORTED	C.O.O.	$ 58.0	$ 0.0	$ 58.0				
	DIV. V.P./MGR.	57.2	5.7	62.9		$ 44.6	$ 55.7	$ 66.8
	DIV. V.P./MGR.	50.2	6.8	57.0		44.6	55.7	66.8
	DIV. V.P./MGR.	50.1	5.3	55.4		44.6	55.7	66.8
		44.0	0.0	44.0				
	DIV. V.P./MGR.				$ 41.2	24.1	35.1	46.0
	CEO/PRESIDENT				38.2		38.2	
	MANAGER				35.7	28.2	37.6	47.0
	GROUP EXEC.				34.0			
	VICE PRESIDENT	34.0	0.0	34.0				34.0
	MANAGER	34.0	0.0	34.0		23.3	30.2	37.0
					32.5			
	ASST. V.P./DIR				31.8	30.0		33.6
	MANAGER				27.0	21.6	26.9	32.2
	MANAGER	24.8	2.0	26.8		19.8	24.8	29.7
					20.9			
	NO IN POSITION: 49							
	WEIGHTED GROUP AVG:	$ 40.7	$ 3.3	$ 44.0	$ 33.9			
	NO IN POSITION: 152							
$ 18.4	POSITION AVERAGE:	$ 38.5	$ 5.3	$ 43.8	$ 33.2			



SURVEY POSITION #27 - PRODUCE MERCHANDISER

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 28 - FROZEN FOODS MERCHANDISER

Responsible for developing and carrying out merchandising programs for frozen food products among an assigned number of stores. Determines the type of frozen food items, quality, grades and brands. Recommends retail prices on frozen food items as appropriate. Coordinates the purchase of frozen food products to ensure an appropriate assortment to achieve sales and profit objectives. Develops refrigeration case allocation and spacing programs, product promotions and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNL FROZEN FOOD SLS ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$50.0 AND BELOW	CEO/PRESIDENT				$ 35.0	$ 25.0	$ 30.0	$ 35.0
	MANAGER	$ 32.8	$ 1.2	$ 34.0		22.5	30.0	37.5
	VICE PRESIDENT	32.8	3.1	35.9				
	VICE PRESIDENT	30.1	0.0	30.1				
	ASST. V.P./DIR	28.9	7.0	35.9				
	NO IN POSITION: 9							
$ 16.1	WEIGHTED GROUP AVG:	$ 32.0	$ 2.0	$ 34.0	$ 35.0			
NO SCOPE REPORTED	VICE PRESIDENT	$ 46.5	$ 1.7	$ 48.2				
	ASST. V.P./DIR				$ 45.0	$ 43.0	$ 50.0	$ 57.0
	MANAGER				32.8	28.2	37.6	47.0
	ASST. V.P./DIR				27.5			
					17.6			
	NO IN POSITION: 5							
	WEIGHTED GROUP AVG:	$ 46.5	$ 1.7	$ 48.2	$ 30.7			
	NO IN POSITION: 14							
$ 16.1	POSITION AVERAGE:	$ 33.6	$ 2.0	$ 35.6	$ 31.6			

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———		
Bonus Co's Total Comp ------		
Nonbonus Co's Salary -.-.-.		

Food Marketing Institute

1983/1984 MANAGEMENT COMPENSATION STUDY

SURVEY POSITION #28 - FROZEN FOODS MERCHANDISER

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 29 - DAIRY MERCHANDISER

Responsible for developing and carrying out merchandising programs for dairy products among an assigned number of stores. Determines the type of dairy items, quality, grades and brands. Recommends retail prices on dairy items as appropriate. Coordinates the purchase of dairy products to ensure an appropriate assortment to achieve sales and profit objectives. Develops refrigeration case allocation and spacing programs, product promotions and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL DAIRY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$75.0	DIV. V.P./MGR.	$ 49.5	$ 5.9	$ 55.4		$ 39.3	$ 49.1	$ 58.9
AND BELOW					$ 47.7	32.1	40.3	48.5
	CEO/PRESIDENT	40.0	5.4	45.4				
	CEO/PRESIDENT				36.4	25.0	30.0	35.0
	ASST. V.P./DIR	30.0	20.0	50.0				
	NO IN POSITION: 10							
$ 50.2	WEIGHTED GROUP AVG:	$ 45.9	$ 7.6	$ 53.5	$ 42.1			
NO SCOPE	ASST. V.P./DIR				$ 28.6			
REPORTED	VICE PRESIDENT				23.6		$ 23.6	
					21.9			
	NO IN POSITION: 3							
	WEIGHTED GROUP AVG:				$ 24.7			
	NO IN POSITION: 13							
$ 50.2	POSITION AVERAGE:	$ 45.9	$ 7.6	$ 53.5	$ 31.6			

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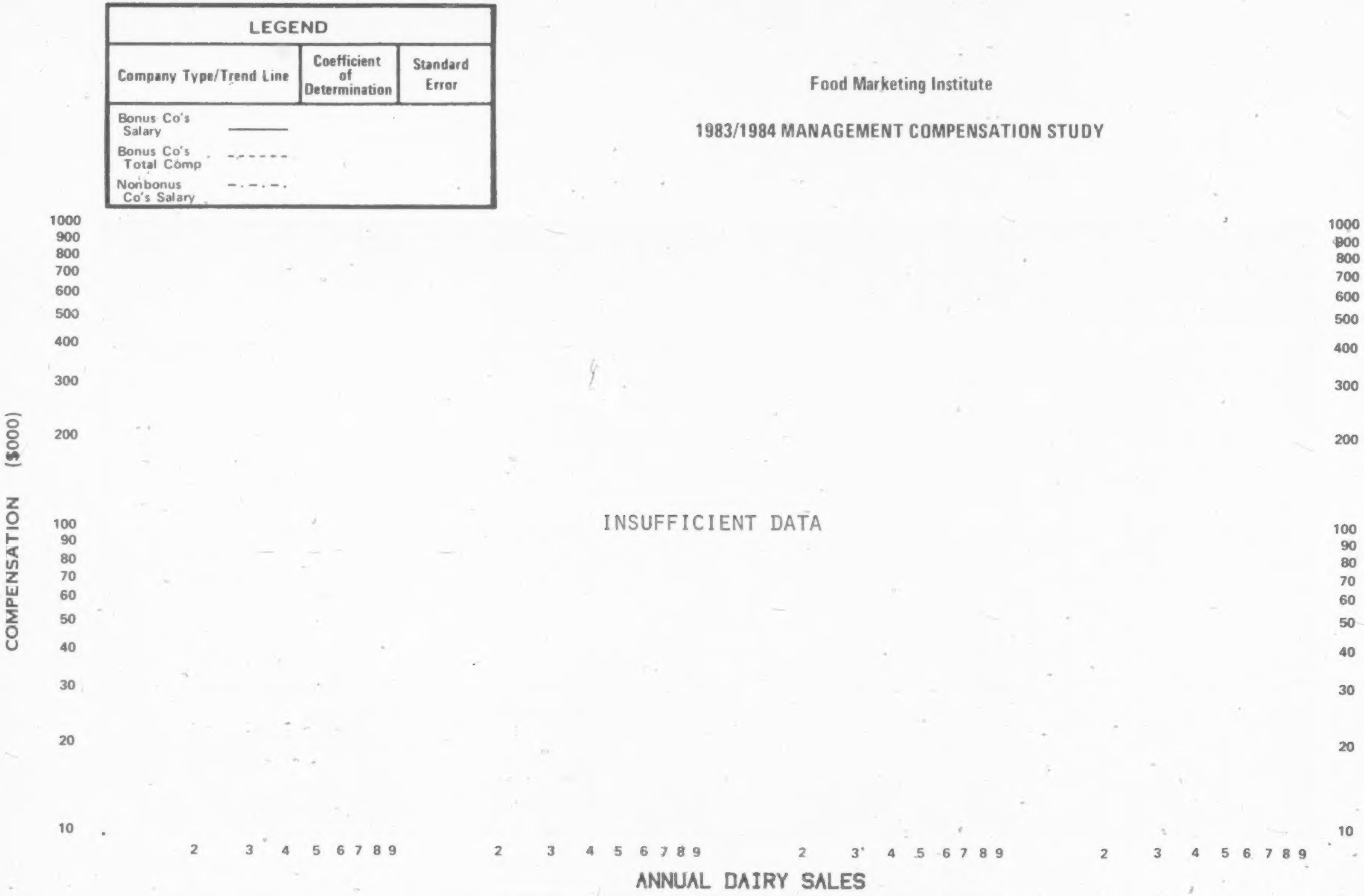
1983/1984 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #29 - DAIRY MERCHANDISER

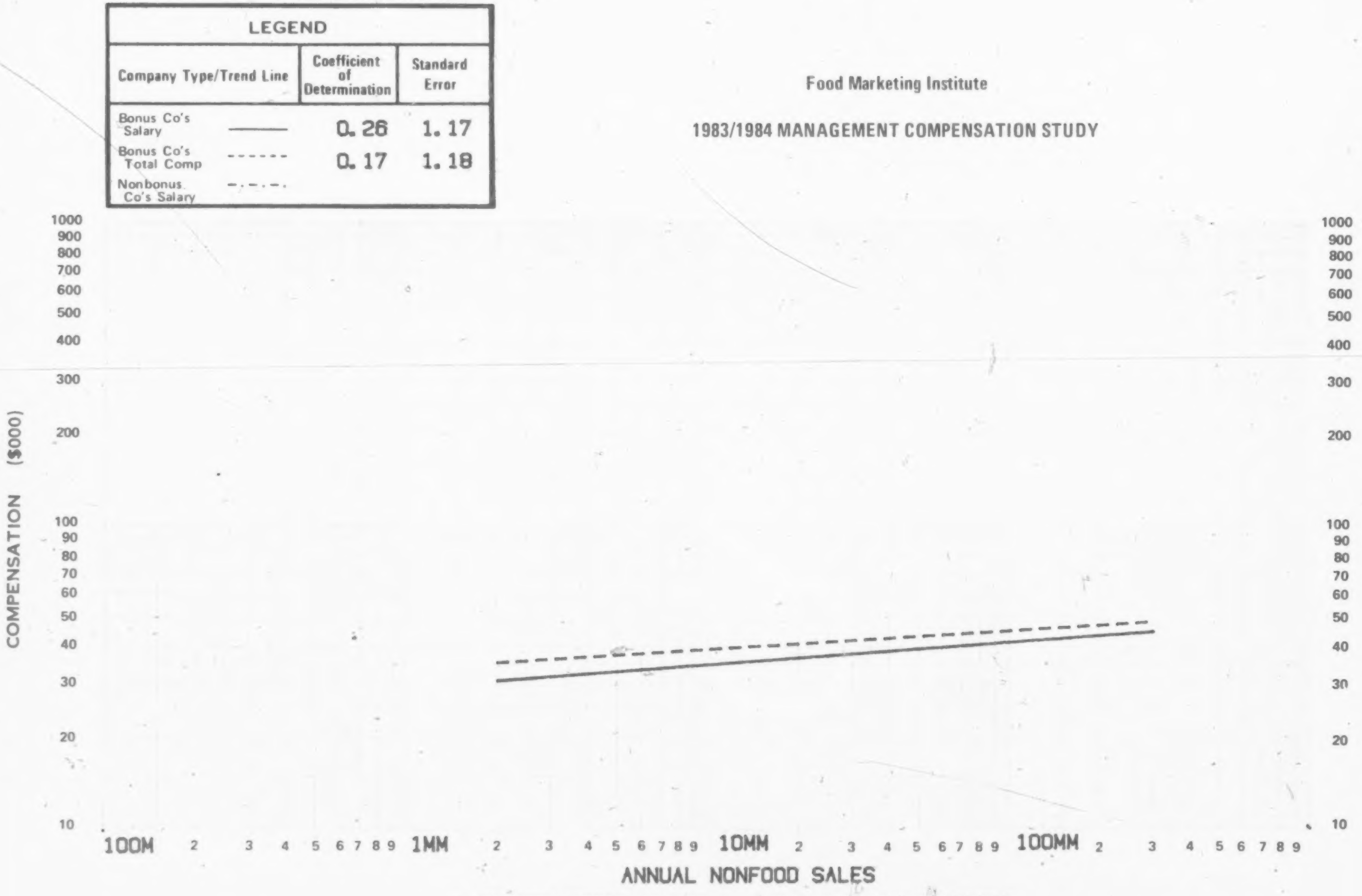
FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

Responsible for developing and carrying out merchandising programs for nonfood products among an assigned number of stores. Determines the type of nonfood items, quality, grades and brands. Recommends retail prices on nonfood items as appropriate. Coordinates the purchase of nonfood products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$50.0	VICE PRESIDENT	$ 51.2	$ 0.0	$ 51.2		$ 33.2		$ 53.2
AND ABOVE	VICE PRESIDENT	48.5	6.5	55.0				
	DIV. V.P./MGR.	47.1	7.0	54.1		39.3	49.1	58.9
	C.O.O.	40.8	2.4	43.2		33.4	41.8	50.1
	DIV. V.P./MGR.	39.3	4.4	43.7		36.7	45.0	53.3
	VICE PRESIDENT	29.2	3.4	32.6				
	NO IN POSITION: 15							
$ 70.4	WEIGHTED GROUP AVG:	$ 44.1	$ 4.8	$ 48.9				
$49.9	VICE PRESIDENT	$ 37.6	$ 11.5	$ 49.1				
TO	DIV. V.P./MGR.	37.0	0.0	37.0		$ 31.7	$ 37.9	$ 44.2
$25.0	DIV. V.P./MGR.				$ 36.2			
	VICE PRESIDENT	34.7	3.4	38.1				
	ASST. V.P./DIR	34.5	2.4	36.9		25.7	32.1	38.5
	NO IN POSITION: 6							
$ 30.6	WEIGHTED GROUP AVG:	$ 35.7	$ 3.9	$ 39.6	$ 36.2			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$24.9 AND BELOW	VICE PRESIDENT				$ 41.6			
	REG. V.P./MGR.	$ 35.7	$ 15.0	$ 50.7		$ 32.8	$ 35.6	$ 38.4
	EXEC. V.P.	33.8	3.5	37.3				
	ASST. V.P./DIR	33.0	5.5	38.5		27.0	31.8	36.6
					31.2	25.0	30.0	35.0
					29.6	25.9	32.4	38.8
	ASST. V.P./DIR				29.0	27.2	33.2	39.4
	VICE PRESIDENT				23.4			
	MANAGER				20.0			
	NO IN POSITION: 20							
$ 10.9	WEIGHTED GROUP AVG:	$ 35.3	$ 13.1	$ 48.4	$ 29.2			
NO SCOPE REPORTED	DIV. V.P./MGR.	$ 54.5	$ 8.8	$ 63.3		$ 44.6	$ 55.7	$ 66.8
		48.0	0.0	48.0				
	DIV. V.P./MGR.	47.1	7.7	54.8		44.6	55.7	66.8
	C.O.O.	47.0	5.0	52.0				
	DIV. V.P./MGR.	44.0	4.4	48.4		44.6	55.7	66.8
	EXEC. V.P.				$ 43.5	41.0	48.0	55.0
	C.O.O.				36.4			
	MANAGER				35.6	28.2	37.6	47.0
	REG. V.P./MGR.	35.5	8.1	43.6		28.8	36.0	43.2
	ASST. V.P./DIR				33.1			
					28.9			
	VICE PRESIDENT	28.7	0.0	28.7				
					28.2			
	GROUP EXEC.	26.0	1.6	27.6				
	VICE PRESIDENT				25.4		25.4	
	NO IN POSITION: 20							
	WEIGHTED GROUP AVG:	$ 42.0	$ 5.3	$ 47.3	$ 33.4			
	NO IN POSITION: 61							
$ 35.6	POSITION AVERAGE:	$ 40.3	$ 7.0	$ 47.3	$ 31.5			



SURVEY POSITION #30 - NONFOOD MERCHANDISER

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - GROCERY BUYER

Responsible for procurement and buying activities of assigned grocery products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$100.0 AND ABOVE	DIV. V.P./MGR.	$ 47.8	$ 9.1	$ 56.9		$ 33.0	$ 40.8	$ 48.6
	MANAGER	36.8	0.7	37.5		30.8	38.5	46.2
	C.O.O.	35.2	4.5	39.7		29.8	37.3	44.7
	MANAGER	33.7	0.6	34.3		30.9	37.3	43.6
					$ 31.7	25.5	31.4	37.2
	DIV. V.P./MGR.				31.5			
	GROUP EXEC.	25.0	3.4	28.4				
	NO IN POSITION: 22							
$ 172.7	WEIGHTED GROUP AVG:	$ 35.3	$ 2.0	$ 37.3	$ 31.6			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - GROCERY BUYER

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
$99.9	VICE PRESIDENT				$ 37.4			
TO	ASST. V.P./DIR	$ 34.5	$ 2.6	$ 37.1		$ 30.2	$ 35.5	$ 40.8
$50.0	VICE PRESIDENT				34.2	23.9		35.8
		33.6	6.8	40.4				
	GROUP EXEC.				32.9	24.6	30.7	36.8
	VICE PRESIDENT				32.5	25.6	32.4	39.2
					32.0	28.4	35.5	42.6
	VICE PRESIDENT				32.0	29.7	36.4	43.1
	VICE PRESIDENT	30.8	0.5	31.3				
	REG. V.P./MGR.	30.0	6.5	36.5		24.3	30.4	36.4
	GROUP EXEC.				27.8			
	ASST. V.P./DIR	27.7	0.0	27.7				
	MANAGER	27.5	0.7	28.2				
	MANAGER	25.9	4.5	30.4				
	ASST. V.P./DIR	25.1	0.0	25.1		21.9	25.6	29.3
	CEO/PRESIDENT	23.5	1.5	25.0				
	MANAGER	17.5	1.0	18.5				
	NO IN POSITION:	59						
$ 67.8	WEIGHTED GROUP AVG:	$ 27.9	$ 2.4	$ 30.3	$ 33.5			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - GROCERY BUYER

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$49.9	MANAGER	$ 38.0	$ 2.7	$ 40.7		$ 29.5	$ 35.0	$ 40.6
AND BELOW	MANAGER	37.0	3.9	40.9		29.5	35.0	40.6
	VICE PRESIDENT	34.7	3.3	38.0				
	ASST. V.P./DIR	31.3	0.0	31.3				
	ASST. V.P./DIR	31.3	1.9	33.2		25.3	31.6	37.9
	MANAGER	30.2	2.8	33.0		20.7	27.6	34.5
					$ 27.6	20.1	25.2	30.2
	ASST. V.P./DIR				27.5			
	MANAGER				27.3	22.9	34.9	47.0
	MANAGER	27.2	2.4	29.6		24.0		32.0
	VICE PRESIDENT	26.5	1.3	27.8		19.1	28.5	37.8
					22.0			
	NO IN POSITION: 79							
$ 29.5	WEIGHTED GROUP AVG:	$ 30.9	$ 2.4	$ 33.3	$ 27.2			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - GROCERY BUYER

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE	VICE PRESIDENT	$ 42.6	$ 3.2	$ 45.8				
REPORTED					$ 38.0			
	CEO/PRESIDENT				38.0			
	ASST. V.P./DIR				37.9	$ 28.2		$ 41.8
	ASST. V.P./DIR				37.0	34.0	41.0	48.0
	REG. V.P./MGR.	37.0	24.1	61.1		31.6	37.5	43.3
	MANAGER				36.6	29.9	37.4	44.9
	MANAGER				34.8	29.9	37.4	44.9
	VICE PRESIDENT				33.3		33.3	
		33.0	0.0	33.0				
	MANAGER				32.5	27.0	33.0	39.0
	MANAGER				32.1	28.5	33.9	39.2
	GROUP EXEC.	31.0	2.0	33.0				
	MANAGER				30.2	29.9	37.4	44.9
					29.2	18.5	26.9	35.3
	MANAGER				29.1	22.8	28.6	34.3
	MANAGER	28.3	1.8	30.1		23.4	29.2	35.0
	VICE PRESIDENT	28.0	0.0	28.0				28.0
	ASST. V.P./DIR	28.0	4.7	32.7		21.3	26.6	32.7
	MANAGER				27.5			
	VICE PRESIDENT	27.0	0.0	27.0				
	MANAGER				25.6	21.6	28.8	36.0
	ASST. V.P./DIR	25.5	0.0	25.5		19.7	24.6	29.6
					24.8			
	MANAGER				18.9			
	NO IN POSITION: 144							
	WEIGHTED GROUP AVG:	$ 31.7	$ 9.2	$ 40.9	$ 28.5			
	NO IN POSITION: 304							
$ 6. [illegible]	OSITION AVERAGE:	$ 31.1	$ 4.3	$ 35.4	$ 29.1			

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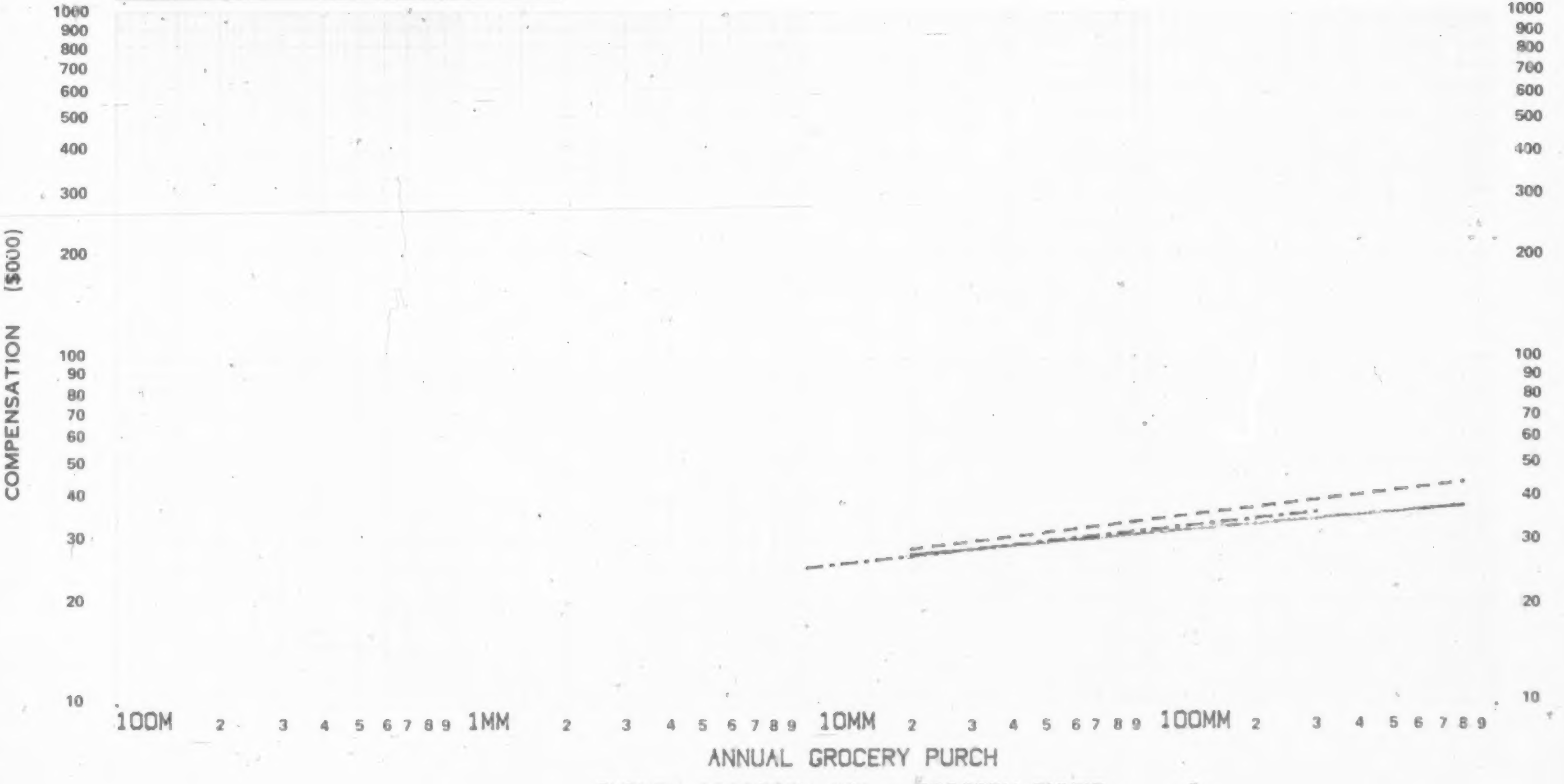
1983/1984 MANAGEMENT COMPENSATION STUDY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.10	1.22
Bonus Co's Total Comp	------	0.15	1.24
Nonbonus Co's Salary	-·-·-·	0.35	1.12



SURVEY POSITION #31 - GROCERY BUYER

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - MEAT BUYER

Responsible for the procurement and buying activities of assigned meat products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for the size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL MEAT PURCHASE ($MIL)		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$75.0 AND ABOVE	DIV. V.P./MGR.	$ 43.1	$ 8.0	$ 51.1		$ 33.0	$ 40.8	$ 48.6
	MANAGER	41.9	0.0	41.9		30.8	38.5	46.2
	MANAGER	38.8	1.1	39.9		30.9	37.3	43.6
					$ 38.5	27.4	33.9	40.3
	VICE PRESIDENT	37.0	8.1	45.1				
	ASST. V.P./DIR				35.5			
	MANAGER	29.4	8.0	37.4				
	C.O.O.	26.7	1.6	28.3		26.3	32.8	39.4
	NO IN POSITION:	9						
$ 135.4	WEIGHTED GROUP AVG:	$ 34.8	$ 4.1	$ 38.9	$ 37.0			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - MEAT BUYER

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$74.9	GROUP EXEC.				$ 43.4	$ 42.0	$ 43.5	$ 45.0
TO	VICE PRESIDENT	$ 40.1	$ 3.8	$ 43.9				
$40.0					40.0	31.3	39.1	46.9
	VICE PRESIDENT				35.8	25.6	32.4	39.2
	ASST. V.P./DIR				35.0	29.7	36.4	43.1
	VICE PRESIDENT				33.5	23.9		35.8
	DIV. V.P./MGR.				31.4			
	REG. V.P./MGR.	31.2	6.5	37.7		28.8	36.0	43.2
	VICE PRESIDENT	27.7	1.7	29.4		21.8	26.9	31.9
	ASST. V.P./DIR	27.5	0.0	27.5				
	ASST. V.P./DIR	26.4	0.0	26.4		26.1	30.6	35.8
	NO IN POSITION: 17							
$ 55.6	WEIGHTED GROUP AVG:	$ 30.1	$ 2.6	$ 32.7	$ 35.8			
$39.9	MANAGER	$ 35.3	$ 4.0	$ 39.3		$ 29.5	$ 35.0	$ 40.6
AND BELOW	VICE PRESIDENT	35.0	1.9	36.9		28.2	35.3	42.3
	GROUP EXEC.				$ 34.0	24.6	30.7	36.8
	MANAGER	29.8	3.1	32.9		27.0		31.5
	ASST. V.P./DIR				27.5			
	MANAGER				27.2	22.9	27.5	32.1
					23.2	20.1	25.2	30.2
	NO IN POSITION: 23							
$ 24.0	WEIGHTED GROUP AVG:	$ 33.1	$ 2.9	$ 36.0	$ 27.6			

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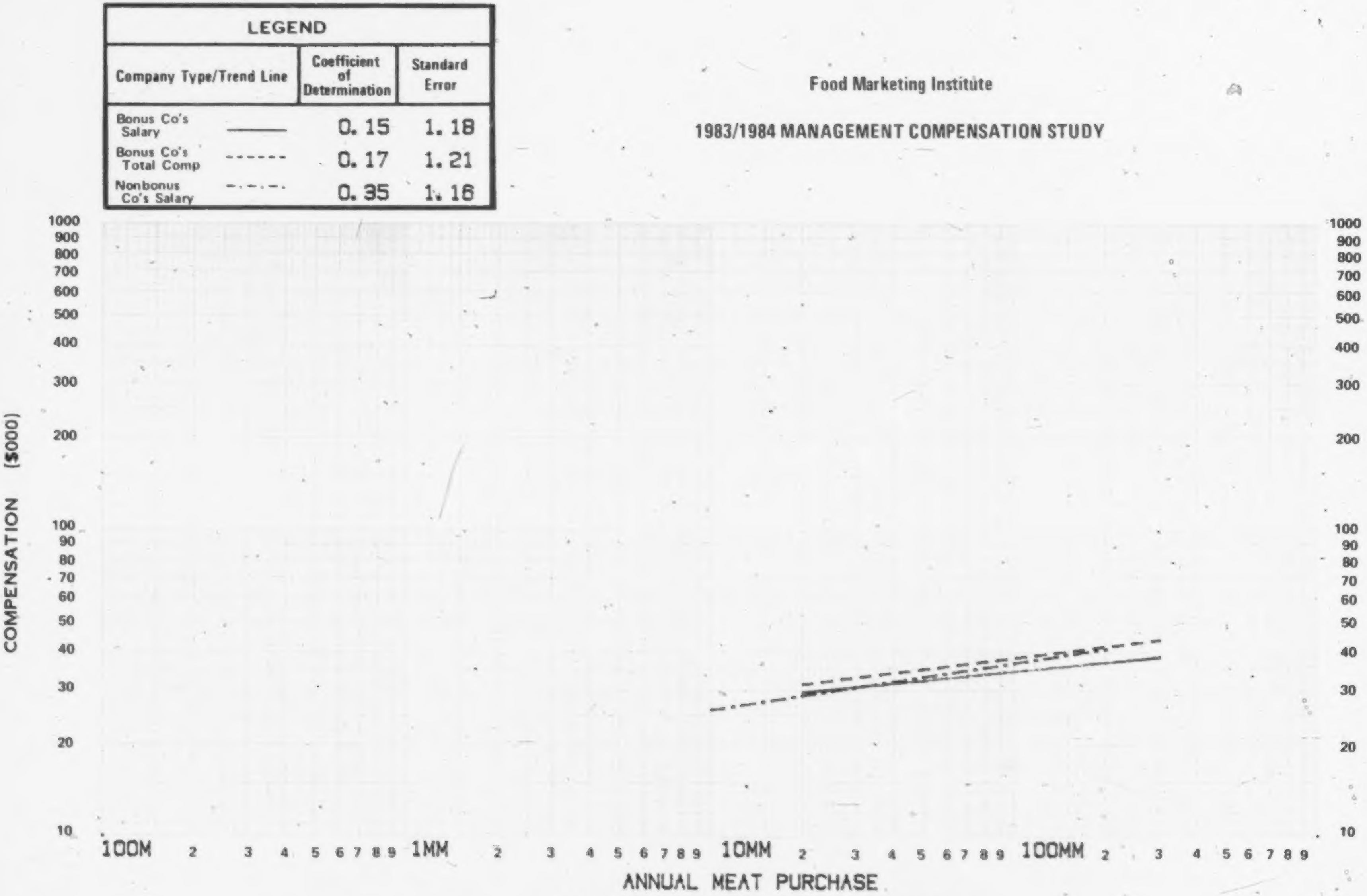
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - MEAT BUYER

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE REPORTED	ASST. V.P./DIR				$ 50.5	$ 47.0	$ 54.0	$ 61.0
	REG. V.P./MGR.	$ 46.4	$ 22.3	$ 68.7		45.2	46.4	47.5
	MANAGER				44.0			
	MANAGER	38.7	2.3	41.0		29.9	37.4	44.9
	ASST. V.P./DIR				38.5	34.9		42.0
	MANAGER				37.3	27.0	33.0	39.0
	MANAGER	36.6	1.5	38.1		29.9	37.4	44.9
	VICE PRESIDENT	36.4	0.0	36.4				
	MANAGER	36.3	3.3	39.6		29.9	37.4	44.9
	VICE PRESIDENT				35.8		35.8	
	MANAGER				34.4	28.5	33.9	39.2
					33.0			
	GROUP EXEC.	31.0	2.0	33.0				
					30.0	18.5	26.9	35.3
	MANAGER				28.3	22.8	28.6	34.3
	VICE PRESIDENT	28.0	0.0	28.0				28.0
	MANAGER	27.5	1.5	29.0		23.4	29.2	35.0
	MANAGER				26.4	21.6	28.8	36.0
					26.1			
	MANAGER				25.7			
					22.5			
	ASST. V.P./DIR	21.3	0.0	21.3		19.7	24.6	29.6
	NO IN POSITION: 79							
	WEIGHTED GROUP AVG:	$ 37.6	$ 8.0	$ 45.6	$ 29.4			
	NO IN POSITION: 128							
$ 55.4	POSITION AVERAGE:	$ 35.6	$ 6.1	$ 41.7	$ 30.1			

Food Marketing Institute

1983/1984 MANAGEMENT COMPENSATION STUDY



Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.15	1.18
Bonus Co's Total Comp	------	0.17	1.21
Nonbonus Co's Salary	-·-·-·	0.35	1.16

SURVEY POSITION #32 - MEAT BUYER

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - PRODUCE BUYER

Responsible for the procurement and buying activities of assigned produce products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

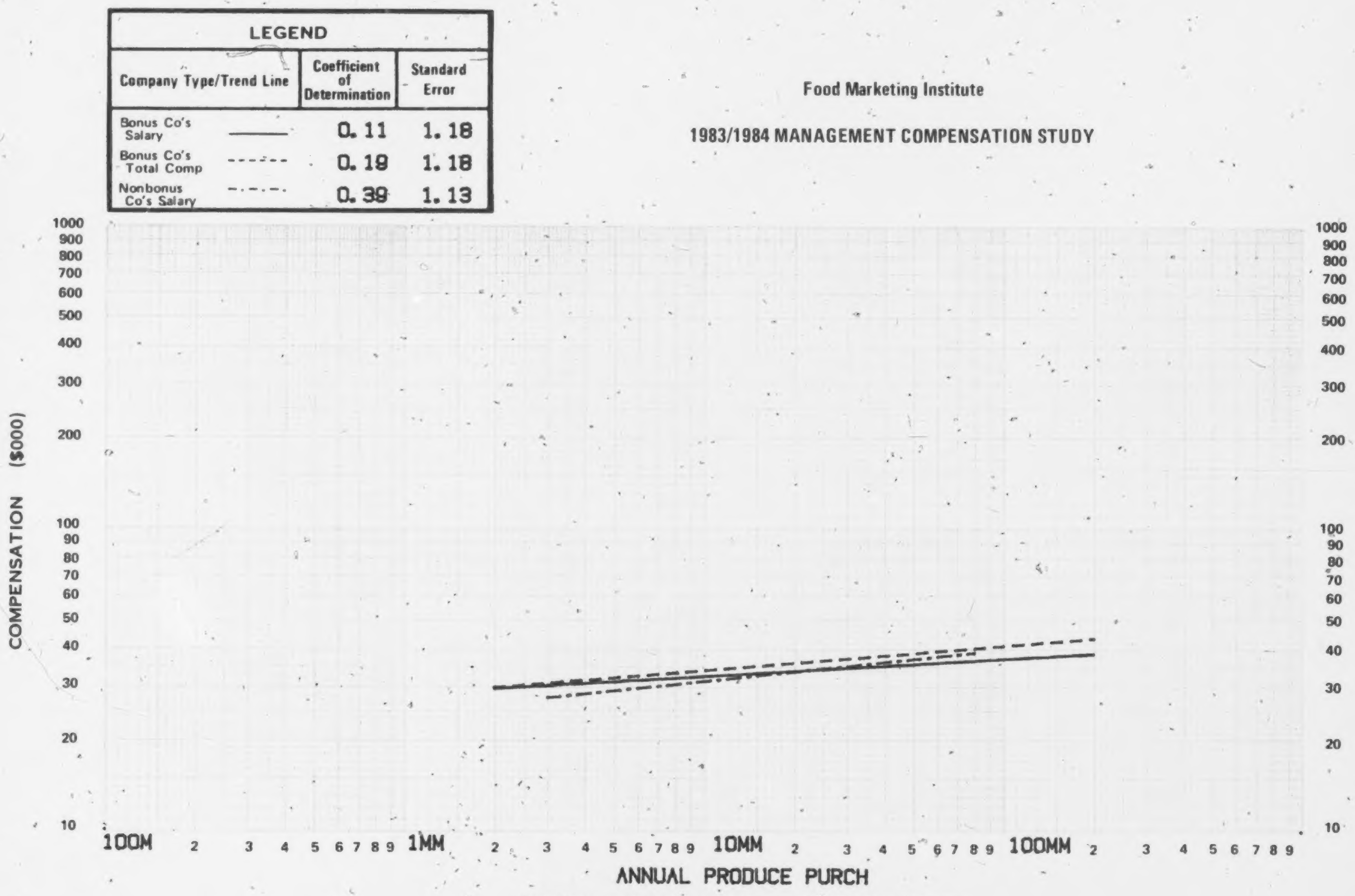
SCOPE ANNUAL PRODUCE PURCH ($MIL)		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$25.0 AND ABOVE	ASST. V.P./DIR	$ 44.2	$ 1.5	$ 45.7				
	DIV. V.P./MGR.	43.1	4.6	47.7		$ 33.0	$ 40.8	$ 48.6
	MANAGER	40.5	3.2	43.7		29.5	36.3	43.0
					$ 40.0	28.4	35.5	42.6
	MANAGER	39.6	0.8	40.4		30.8	38.5	46.2
	ASST. V.P./DIR				38.0			
					36.9	25.5	31.4	37.2
	C.O.O.	34.7	4.1	38.8		29.8	37.3	44.7
	REG. V.P./MGR.	34.3	6.2	40.5		26.9	33.6	40.3
	VICE PRESIDENT				34.0	29.7	36.4	43.1
	VICE PRESIDENT	33.5	3.0	36.5				
	GROUP EXEC.				31.2	21.8	27.3	32.8
	ASST. V.P./DIR	28.8	0.0	28.8		21.9	25.6	29.3
	MANAGER	28.3	3.5	31.8				
	NO IN POSITION:	19						
$ 46.7	WEIGHTED GROUP AVG:	$ 37.0	$ 2.8	$ 39.8	$ 36.2			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - PRODUCE BUYER

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$24.9 AND BELOW	GROUP EXEC.				$ 43.4	$ 42.0	$ 43.5	$ 45.0
	MANAGER	$ 39.6	$ 0.7	$ 40.3		30.9	37.3	43.6
	VICE PRESIDENT				38.9	30.1	36.4	42.6
	VICE PRESIDENT	35.6	3.3	38.9				
	DIV. V.P./MGR.	33.8	1.9	35.7		28.2	35.3	42.3
	VICE PRESIDENT				31.8	25.6	32.4	39.2
	MANAGER				30.8	30.1	36.4	42.6
	VICE PRESIDENT				30.4	23.9		35.8
	MANAGER	29.6	2.8	32.4		27.8		31.5
	MANAGER				28.5	20.2	30.8	41.5
					28.1	18.6	23.3	27.9
	ASST. V.P./DIR	28.0	1.5	29.5		19.1	22.7	26.3
	ASST. V.P./DIR				26.5			
	ASST. V.P./DIR	26.4	0.0	26.4				
					23.0			
	NO IN POSITION: 37							
$ 9.9	WEIGHTED GROUP AVG:	$ 31.2	$ 1.8	$ 33.0	$ 29.7			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - PRODUCE BUYER

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
NO SCOPE	MANAGER	$ 35.4	$ 2.5	$ 37.9		$ 29.9	$ 37.4	$ 44.9
REPORTED	MANAGER	35.3	3.6	38.9		29.9	37.4	44.9
	ASST. V.P./DIR				$ 34.0	32.0		36.0
	MANAGER				33.8	22.8	28.6	34.3
	MANAGER				33.8	27.0	33.0	39.0
					33.6			
	MANAGER	33.5	1.8	35.3		29.9	37.4	44.9
					32.2	20.0	29.2	38.3
	GROUP EXEC.	31.0	2.0	33.0				
	ASST. V.P./DIR	30.1	0.0	30.1		21.4	24.6	29.6
	ASST. V.P./DIR	29.6	0.0	29.6				
	REG. V.P./MGR.	29.1	13.2	42.3		25.4	30.6	35.7
	VICE PRESIDENT	28.8	1.8	30.6		23.4	29.2	35.0
	VICE PRESIDENT	28.0	0.0	28.0				28.0
	MANAGER				27.5			
					27.0			
					26.0			
	MANAGER				24.0	20.6	27.4	34.3
	NO IN POSITION: 48							
	WEIGHTED GROUP AVG:	$ 31.8	$ 5.0	$ 36.8	$ 30.8			
	NO IN POSITION: 104							
$ 22.4	POSITION AVERAGE:	$ 33.0	$ 3.8	$ 36.8	$ 30.9			



SURVEY POSITION #33 - PRODUCE BUYER

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - FROZEN FOODS BUYER

Responsible for procurement and buying activities of assigned frozen food products. Selects reliable sources of supply, places or supervises the placement of orders and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

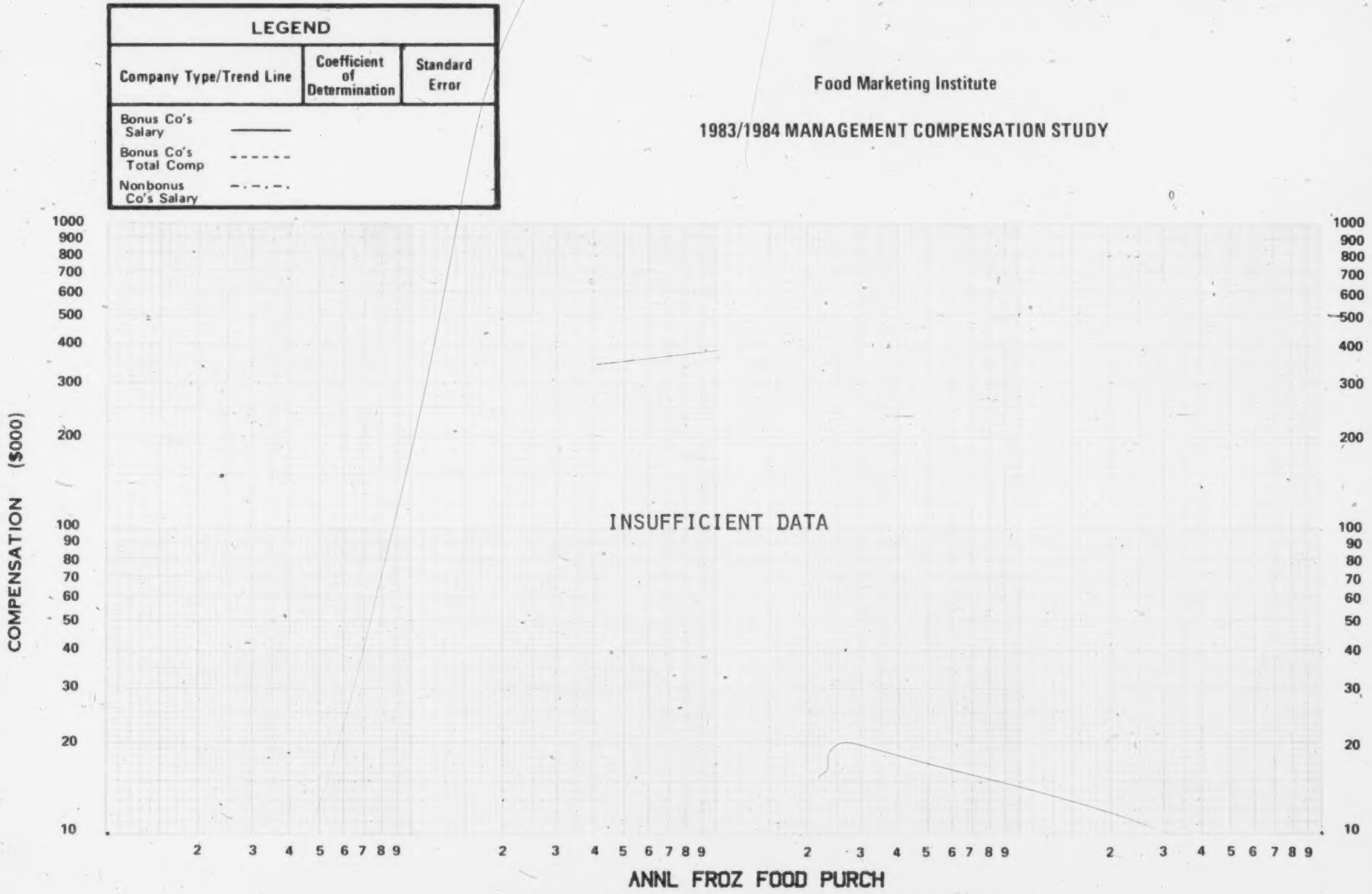
SCOPE ANNL FROZ FOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$100 AND BELOW	VICE PRESIDENT				$ 40.6			
	VICE PRESIDENT				38.7	$ 28.6		$ 43.0
					36.9	29.8	30.4	36.2
	MANAGER	$ 33.0	$ 3.0	$ 36.0				
	DIV. V.P./MGR.				31.0			
					30.5	28.4	35.5	42.6
	VICE PRESIDENT				29.1	27.2	33.2	39.4
	MANAGER	27.0	0.9	27.9		20.7	27.6	34.5
	ASST. V.P./DIR	25.1	1.5	26.6		20.7	24.7	28.7
					25.0	20.1	25.2	30.2
	NO IN POSITION: 10							
$ 32.2	WEIGHTED GROUP AVG:	$ 28.4	$ 1.8	$ 30.2	$ 33.1			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - FROZEN FOODS BUYER

SCOPE ANNL FROZ FOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
NO SCOPE	GROUP EXEC.				$ 38.5	$ 24.6	$ 30.7	$ 36.8
REPORTED	ASST. V.P./DIR				37.9			
	MANAGER				37.0	28.5	33.9	39.2
	VICE PRESIDENT				36.4		36.4	
	MANAGER				28.9	27.0	33.0	39.0
	VICE PRESIDENT	$ 28.0	$ 0.0	$ 28.0				28.0
	ASST. V.P./DIR	27.2	0.0	27.2		19.7	24.6	29.6
	MANAGER				26.4	21.6	28.8	36.0
	MANAGER	24.0	1.5	25.5		23.4	29.2	35.0
	ASST. V.P./DIR	21.5	0.0	21.5		21.9	25.6	29.3
	MANAGER				18.9			
	ASST. V.P./DIR	16.5	0.0	16.5				
	NO IN POSITION: 13							
	WEIGHTED GROUP AVG:	$ 23.5	$ 0.5	$ 24.0	$ 32.0			
	NO IN POSITION: 23							
$ 32.2	POSITION AVERAGE:	$ 25.1	$ 1.0	$ 26.1	$ 32.6			

Food Marketing Institute

1983/1984 MANAGEMENT COMPENSATION STUDY



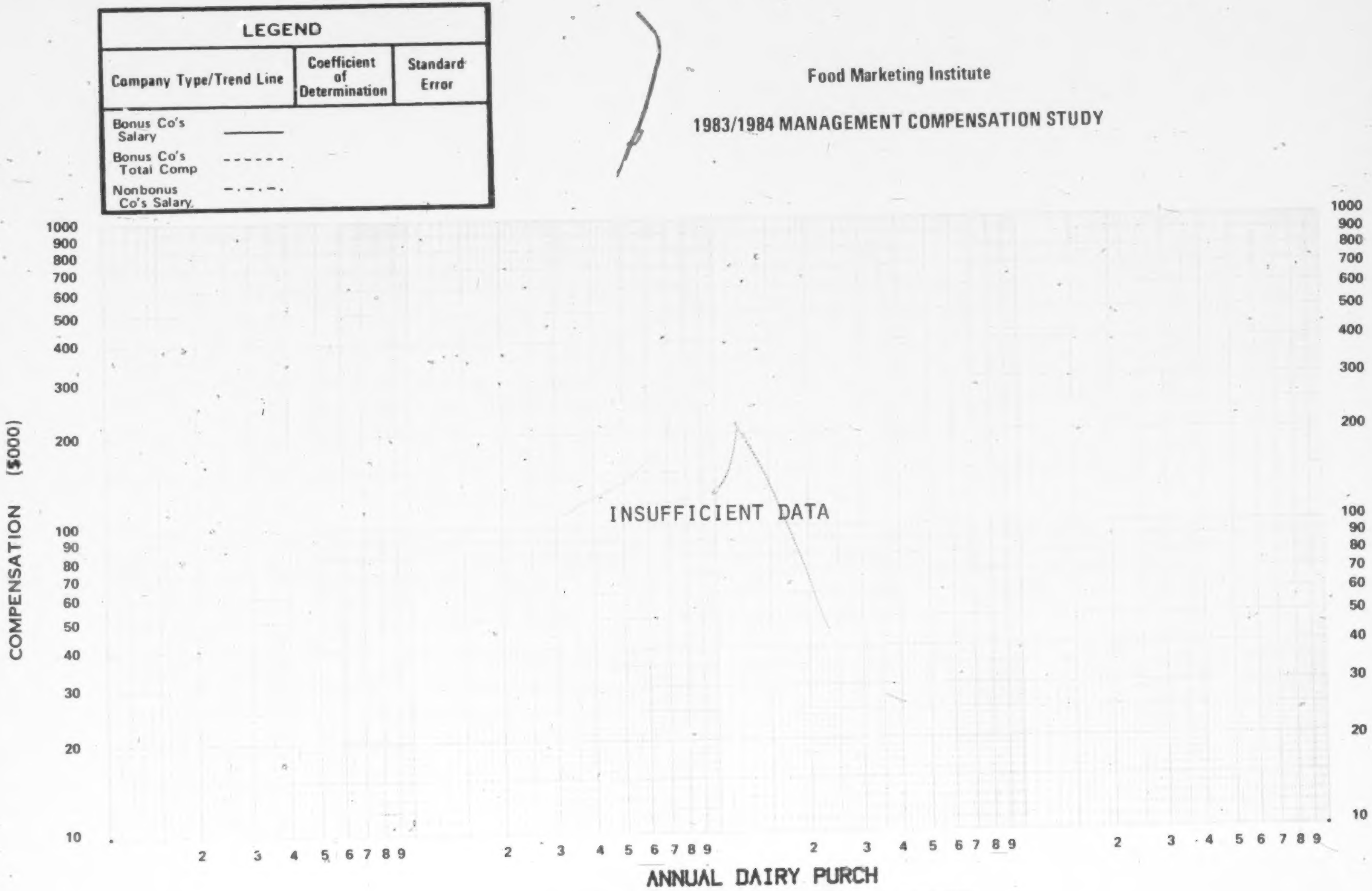
INSUFFICIENT DATA

SURVEY POSITION #34 - FROZEN FOODS BUYER

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 35 - DAIRY BUYER

Responsible for procurement and buying activities of assigned dairy products. Selects reliable sources of supply, places or supervises the placement of orders and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL DAIRY PURCH. ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
$100	VICE PRESIDENT				$ 43.0			
AND BELOW	MANAGER	$ 40.6	$ 1.9	$ 42.5		$ 30.8	$ 38.5	$ 46.2
	VICE PRESIDENT				39.0	28.6		43.0
					33.8	28.4	35.5	42.6
	DIV. V.P./MGR.				32.5			
					32.1	24.7	30.5	36.2
	VICE PRESIDENT				29.1	27.2	33.2	39.4
					25.0	20.1	25.2	30.2
	MANAGER	24.6	0.7	25.3				
	ASST. V.P./DIR	22.1	1.4	23.5		20.7	24.7	28.7
	REG. V.P./MGR.	21.9	7.0	28.9		22.0	27.6	33.1
					20.5			
	NO IN POSITION: 18							
$ 39.1	WEIGHTED GROUP AVG:	$ 30.6	$ 2.7	$ 33.3	$ 33.1			
NO SCOPE	GROUP EXEC.				$ 38.5	$ 24.6	$ 30.7	$ 36.8
REPORTED	ASST. V.P./DIR				37.9			
	VICE PRESIDENT	$ 28.0	$ 0.0	$ 28.0				28.0
	NO IN POSITION: 3							
	WEIGHTED GROUP AVG:	$ 28.0	$ 0.0	$ 28.0	$ 38.2			
	NO IN POSITION: 21							
$ 39.1	POSITION AVERAGE:	$ 30.3	$ 2.5	$ 32.8	$ 34.0			



SURVEY POSITION #35 - DAIRY BUYER

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - NONFOOD BUYER

Responsible for procurement and buying activities of assigned general merchandise and HBA items. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

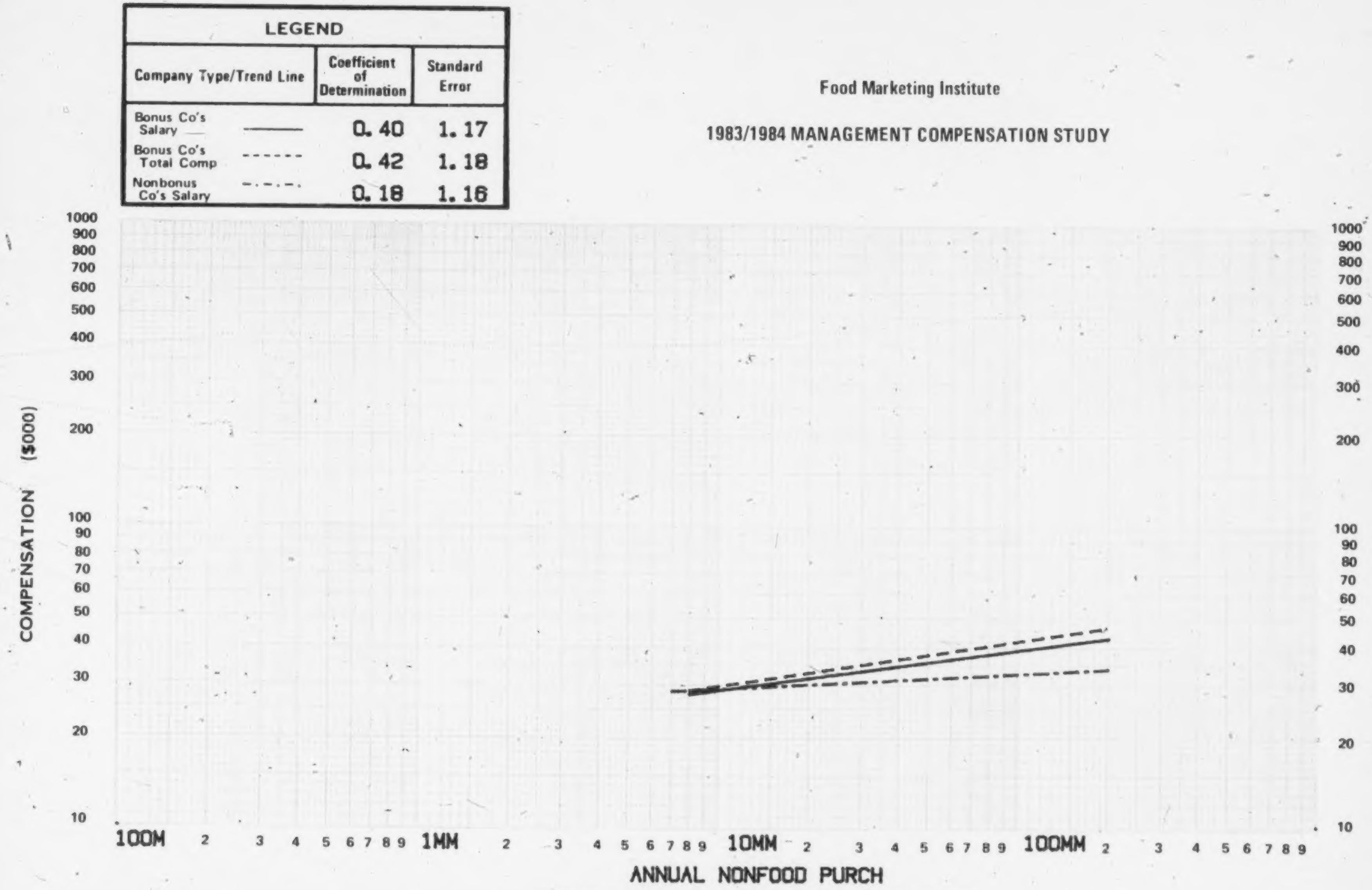
SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$30.0 AND ABOVE	VICE PRESIDENT	$ 41.8	$ 5.9	$ 47.7				
	DIV. V.P./MGR.	40.5	3.1	43.6		$ 33.0	$ 40.8	$ 48.6
	VICE PRESIDENT				$ 39.4			
	MANAGER				36.9			
	MANAGER	36.5	0.7	37.2		30.9	37.3	43.6
	C.O.O.	35.8	3.1	38.9		29.8	37.3	44.7
	ASST. V.P./DIR				32.3	25.6	32.4	39.6
	VICE PRESIDENT				31.0	23.9		35.8
	ASST. V.P./DIR	27.0	1.0	28.0				
	NO IN POSITION: 36							
$ 67.8	WEIGHTED GROUP AVG:	$ 36.8	$ 2.6	$ 39.4	$ 35.9			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - NONFOOD BUYER

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$29.9	MANAGER	$ 39.4	$ 1.9	$ 41.3		$ 29.5	$ 35.0	$ 40.6
TO	MANAGER	37.5	0.7	38.2		30.8	38.5	46.2
$10.0	ASST. V.P./DIR	33.4	0.0	33.4				
					$ 30.8	25.5	31.4	37.2
	MANAGER	30.2	3.5	33.7		29.5	35.0	40.6
	DIV. V.P./MGR.				29.6			
	ASST. V.P./DIR				27.8	27.2	33.2	39.4
	ASST. V.P./DIR	27.0	0.0	27.0				
					24.4	20.1	25.2	30.2
	ASST. V.P./DIR	21.7	1.2	22.9		17.0	19.6	22.2
	NO IN POSITION: 24							
$ 20.3	WEIGHTED GROUP AVG:	$ 35.2	$ 1.0	$ 36.2	$ 27.9			
$9.9	VICE PRESIDENT	$ 32.3	$ 1.9	$ 34.2		$ 24.3	$ 30.4	$ 36.4
AND BELOW	GROUP EXEC.				$ 29.9	24.6	30.7	36.8
	ASST. V.P./DIR	27.3	0.0	27.3		21.9	25.6	29.3
	MANAGER				24.0			
		20.3	1.3	21.6				
	NO IN POSITION: 8							
$ 6.9	WEIGHTED GROUP AVG:	$ 27.8	$ 0.9	$ 28.6	$ 27.0			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - NONFOOD BUYER

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
NO SCOPE	VICE PRESIDENT				$ 67.7		$ 67.7	
REPORTED	MANAGER				39.3			
		$ 35.8	$ 8.3	$ 44.1				
	MANAGER				35.8	29.9	37.4	44.9
	MANAGER				35.3	29.9	37.4	44.9
	DIV. V.P./MGR.	35.2	18.8	54.0		34.6	35.5	36.4
	GROUP EXEC.	35.0	8.0	43.0				
	MANAGER				34.5	28.5	33.9	39.2
	ASST. V.P./DIR				33.3			
	MANAGER				33.2	29.9	37.4	44.9
	CEO/PRESIDENT				33.0			
	VICE PRESIDENT	32.1	0.0	32.1				
	GROUP EXEC.	31.0	2.0	33.0				
	MANAGER				30.2	27.0	33.0	39.0
	VICE PRESIDENT	28.0	0.0	28.0				28.0
		28.0	0.5	28.5				
					27.0	18.5	26.9	35.3
	MANAGER				24.9	21.6	28.8	36.0
					22.7			
	ASST. V.P./DIR	21.0	0.0	21.0		19.7	24.6	29.6
					20.8			
	MANAGER				18.8			
	GROUP EXEC.				18.2			
	NO IN POSITION: 53							
	WEIGHTED GROUP AVG:	$ 32.0	$ 7.5	$ 39.5	$ 31.3			
	NO IN POSITION: 121							
$ 43.9	POSITION AVERAGE:	$ 33.7	$ 3.5	$ 37.2	$ 32.3			



LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.40	1.17
Bonus Co's Total Comp	------	0.42	1.18
Nonbonus Co's Salary	—.—.—.	0.18	1.16

SURVEY POSITION #36 - NONFOOD BUYER

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 37 - TOP STORE OPERATIONS EXECUTIVE

Develops and directs policies, plans and programs to achieve the profitable operation of all corporate or operating company stores. Oversees the attainment of projected sales, gross profit margins, and the control of all store expenses while maintaining proper customer service. Assures that the firm's merchandising programs are adhered to and uniformly carried out in all stores.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1000.0 AND ABOVE	C.O.O.	$150.0	$ 31.8	$181.8		$ 87.3	$109.1	$131.0
	BOARD OF DIR.	142.2	57.2	199.4				
	C.O.O.	130.0	0.0	130.0				
	EXEC. V.P.	113.8	0.0	113.8		60.7	77.8	94.9
	C.O.O.	100.0	0.0	100.0				
	C.O.O.	85.0	33.5	118.5				87.0
	CEO/PRESIDENT	80.0	0.0	80.0				
	SENIOR V.P.	74.5	15.6	90.1		69.0	86.2	103.4
	C.O.O.				$ 73.3	62.0	77.5	93.0
	C.O.O.				73.2			
	CEO/PRESIDENT	60.0	8.6	68.6		54.4	68.1	81.7
	NO IN POSITION: 13							
$ 2529.1	WEIGHTED GROUP AVG:	$104.9	$ 14.7	$119.6	$ 73.3			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 37 - TOP STORE OPERATIONS EXECUTIVE

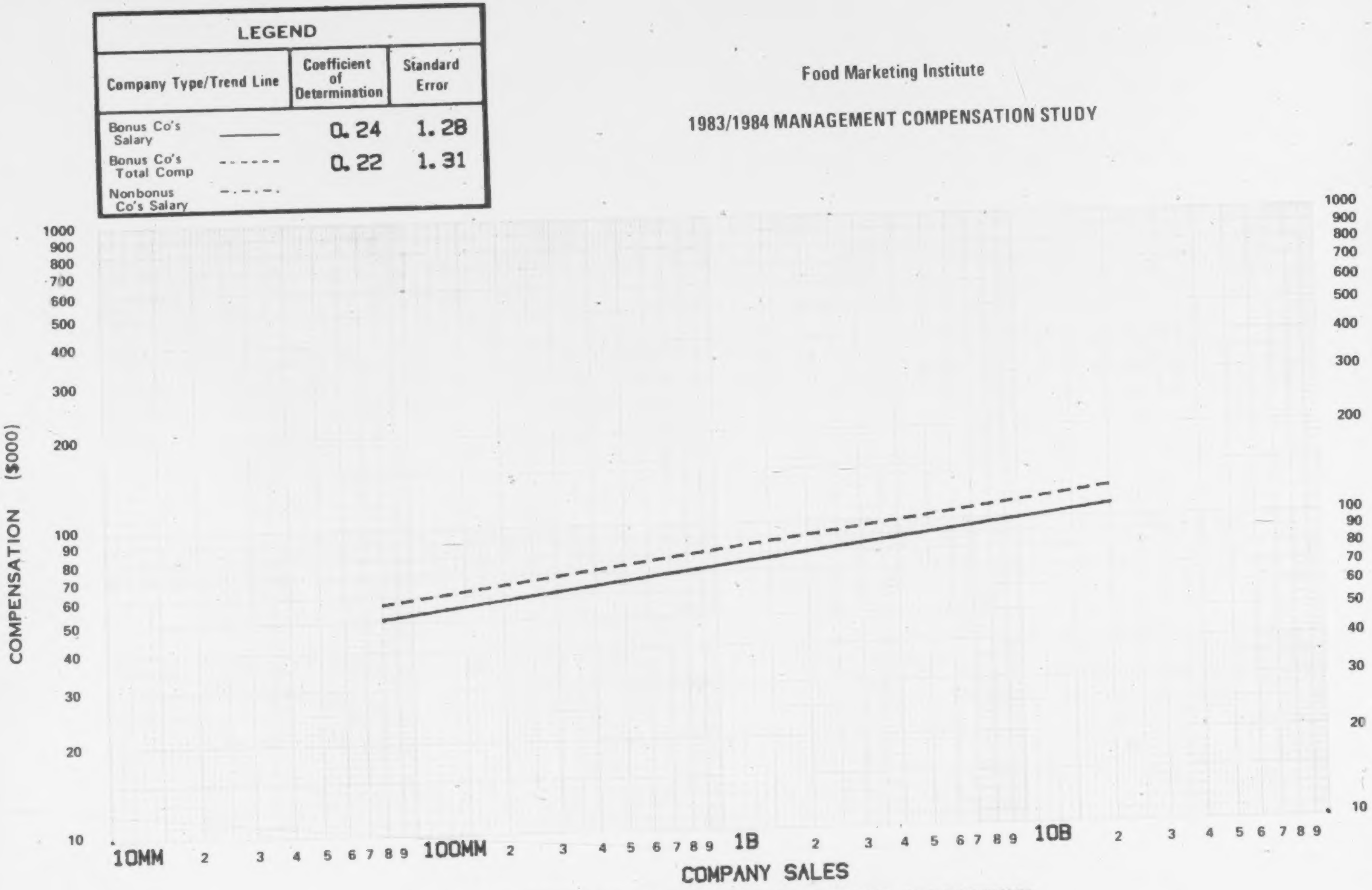
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9	EXEC. V.P.	$125.0	$ 41.6	$166.6				
TO	CEO/PRESIDENT	85.0	15.0	100.0				
$500.0	BOARD OF DIR.	80.2	5.7	85.9		$ 75.5	$ 94.4	$113.3
	EXEC. V.P.				$ 76.2	45.7	59.1	72.2
	REG. V.P./MGR.	75.0	7.5	82.5		46.7	58.4	70.0
	C.O.O.	72.0	20.1	92.1		63.0	81.0	99.0
	C.O.O.				70.0	54.2	67.7	81.2
	EXEC. V.P.	69.9	10.6	80.5		53.6	66.9	80.3
	EXEC. V.P.	68.0	0.0	68.0		54.7	67.5	79.7
	C.O.O.	65.7	0.0	65.7				
	SENIOR V.P.	65.3	10.5	75.8		55.8	69.8	83.7
	GROUP EXEC.	56.8	11.7	68.5		57.3	70.4	83.1
	CEO/PRESIDENT	55.0	143.2	198.2				
	VICE PRESIDENT	45.0	0.0	45.0		27.2	36.3	45.4
	NO IN POSITION: 17							
$ 684.4	WEIGHTED GROUP AVG:	$ 72.2	$ 19.3	$ 91.5	$ 73.1			
$499.9	C.O.O.	$ 72.0	$ 13.6	$ 85.6		$ 63.0	$ 81.0	$ 99.0
TO	CEO/PRESIDENT	70.0	25.9	95.9		50.2	62.7	80.9
$300.0	CEO/PRESIDENT	69.0	6.4	75.4				
	CEO/PRESIDENT	59.7	17.7	77.4				
	CEO/PRESIDENT	55.0	0.0	55.0				
	CEO/PRESIDENT	55.0	10.0	65.0		52.0	59.0	66.0
	GROUP EXEC.	54.6	13.7	68.3		36.2	47.5	57.0
	CEO/PRESIDENT	53.0	0.0	53.0				
	SENIOR V.P.	50.0	0.0	50.0				50.0
	CEO/PRESIDENT	41.6	5.0	46.6		36.1	46.8	57.5
	NO IN POSITION: 13							
$ 395.8	WEIGHTED GROUP AVG:	$ 57.0	$ 7.9	$ 64.9				

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 37 - TOP STORE OPERATIONS EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$299.9 AND BELOW	CEO/PRESIDENT	$106.5	$ 32.0	$138.5				
	CEO/PRESIDENT	63.9	10.6	74.5				
	C.O.O.	59.5	0.0	59.5				
	C.O.O.	57.5	8.5	66.0		$ 49.0	$ 63.0	$ 77.0
	CEO/PRESIDENT	52.0	0.0	52.0				
	EXEC. V.P.				$ 50.0	30.0	40.0	50.0
	EXEC. V.P.	46.8	19.2	66.0				
	C.O.O.				46.5			
	CEO/PRESIDENT				38.0			
	CEO/PRESIDENT				35.8			
	NO IN POSITION: 10							
$ 151.4	WEIGHTED GROUP AVG:	$ 64.4	$ 11.7	$ 76.1	$ 42.6			
	NO IN POSITION: 53							
$ 965.5	POSITION AVERAGE:	$ 74.1	$ 13.8	$ 87.9	$ 59.6			

Food Marketing Institute

1983/1984 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #37 - TOP STORE OPERATIONS EXECUTIVE

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 38 - TOP STORE MAINTENANCE EXECUTIVE

Directs the corporation's or operating company's store engineering and maintenance activities. Works with architectural firms to develop construction specifications for store remodeling and repair. Provides store equipment planning and layout services. Assists in the purchase of store equipment and fixtures.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$500.0	EXEC. V.P.	$ 57.0	$ 0.0	$ 57.0		$ 42.0	$ 53.2	$ 64.3
AND ABOVE	VICE PRESIDENT	50.5	19.0	69.5		41.9	50.4	58.9
					$ 46.0	38.3	47.9	57.5
	EXEC. V.P.	43.0	4.6	47.6		34.7	43.3	52.0
	ASST. V.P./DIR	41.5	3.9	45.4		37.9	47.4	56.8
	VICE PRESIDENT	39.4	6.2	45.6		36.9	46.1	55.4
	DIV. V.P./MGR.	37.8	38.8	76.6				37.8
	MANAGER	36.2	10.0	46.2				
					33.3	26.1	32.3	38.4
	ASST. V.P./DIR				32.1	27.2	33.2	39.4
	C.O.O.				30.0	21.8	27.3	32.8
	MANAGER				26.5			
	NO IN POSITION: 15							
$ 1021.2	WEIGHTED GROUP AVG:	$ 42.3	$ 17.8	$ 60.1	$ 33.5			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 38 - TOP STORE MAINTENANCE EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9 AND BELOW	C.O.O.	$ 48.0	$ 16.0	$ 64.0				
	VICE PRESIDENT	41.7	3.9	45.6				
	ASST. V.P./DIR	40.5	7.5	48.0		$ 38.0	$ 45.0	$ 52.0
	CEO/PRESIDENT				$ 40.0		40.0	
		39.0	0.0	39.0				
	VICE PRESIDENT				39.0			
	VICE PRESIDENT	36.5	0.0	36.5				
	SENIOR V.P.				33.6			
	EXEC. V.P.	33.5	10.0	43.5				
	ASST. V.P./DIR	32.1	1.9	34.0		22.9	29.0	35.1
	GROUP EXEC.				28.0			
	EXEC. V.P.				25.2			
	NO IN POSITION: 12							
$ 230.8	WEIGHTED GROUP AVG:	$ 38.8	$ 5.6	$ 44.4	$ 33.2			
	NO IN POSITION: 27							
$ 669.9	POSITION AVERAGE:	$ 40.8	$ 12.4	$ 53.2	$ 33.4			

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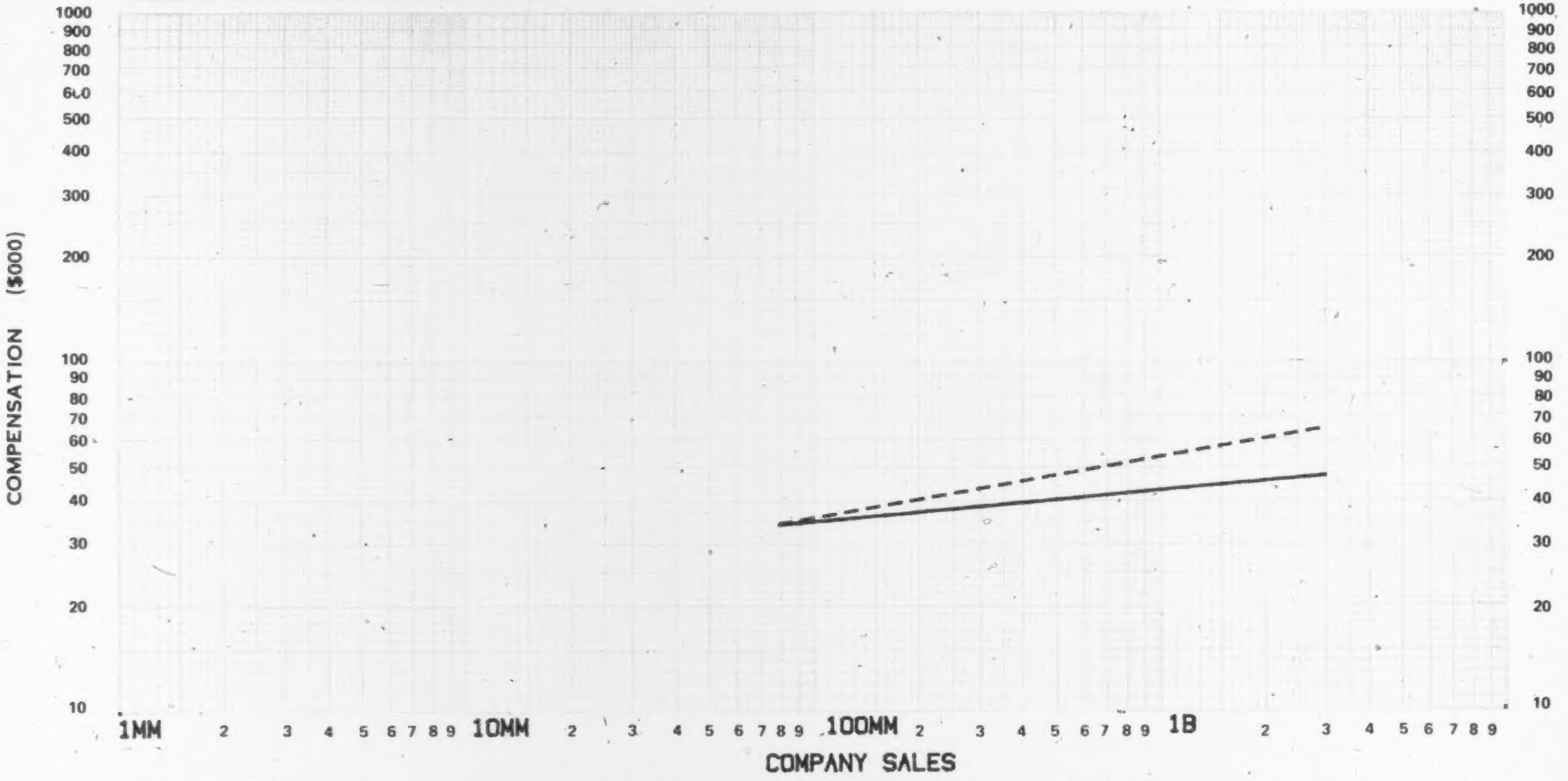
1983/1984 MANAGEMENT COMPENSATION STUDY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.30	1.15
Bonus Co's Total Comp	- - - - -	0.52	1.18
Nonbonus Co's Salary	-·-·-·		



SURVEY POSITION #38 - TOP STORE MAINTENANCE EXECUTIVE

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 39 - DIVISION GENERAL MANAGER

Responsible for the profitable operation of a division or geographic region of the corporation or operating company. Develops sales and profit objectives and forecasts, operating and capital expenditure budgets, and objectives for assigned stores and facilities. Oversees merchandising, store operations and staff activities. Reviews buying and merchandising programs to insure maximum profitability and continuity with the company's overall strategy. Reviews operating results of stores against sales and profit targets. Directs staff activities in support of division programs and financial objectives. Provides specific limitations of authority for all subordinates regarding contractual commitments, expenditures and personnel decisions. Continually reviews and reports to top management the division's performance with respect to market share, operating results, capital requirements, etc.

SCOPE ANN'L DIVISION SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$200.0 AND ABOVE	EXEC. V.P.	$107.4	$ 46.6	$154.0		$ 95.2	$119.0	$142.8
	EXEC. V.P.	85.6	30.8	116.4		63.0	87.0	111.0
	C.O.O.	78.9	15.5	94.4		70.0	87.5	105.0
	BOARD OF DIR.				$ 72.5			
	SENIOR V.P.	66.9	18.2	85.1		57.1	71.4	85.7
	VICE PRESIDENT	60.0	0.0	60.0		46.2	58.5	70.7
	NO IN POSITION: 21							
$ 424.9	WEIGHTED GROUP AVG:	$ 80.2	$ 23.3	$103.5	$ 72.5			
$199.9 TO $100.0	SENIOR V.P.	$ 67.5	$ 2.1	$ 69.6				
	GROUP EXEC.	63.5	32.9	96.4		$ 57.3	$ 70.4	$ 83.1
	C.O.O.	59.0	8.8	67.8				
	CEO/PRESIDENT	57.8	5.4	63.2		44.0	58.6	73.2
		47.2	0.0	47.2		35.4	44.7	53.9
	NO IN POSITION: 15							
$ 135.1	WEIGHTED GROUP AVG:	$ 55.3	$ 4.9	$ 60.2				

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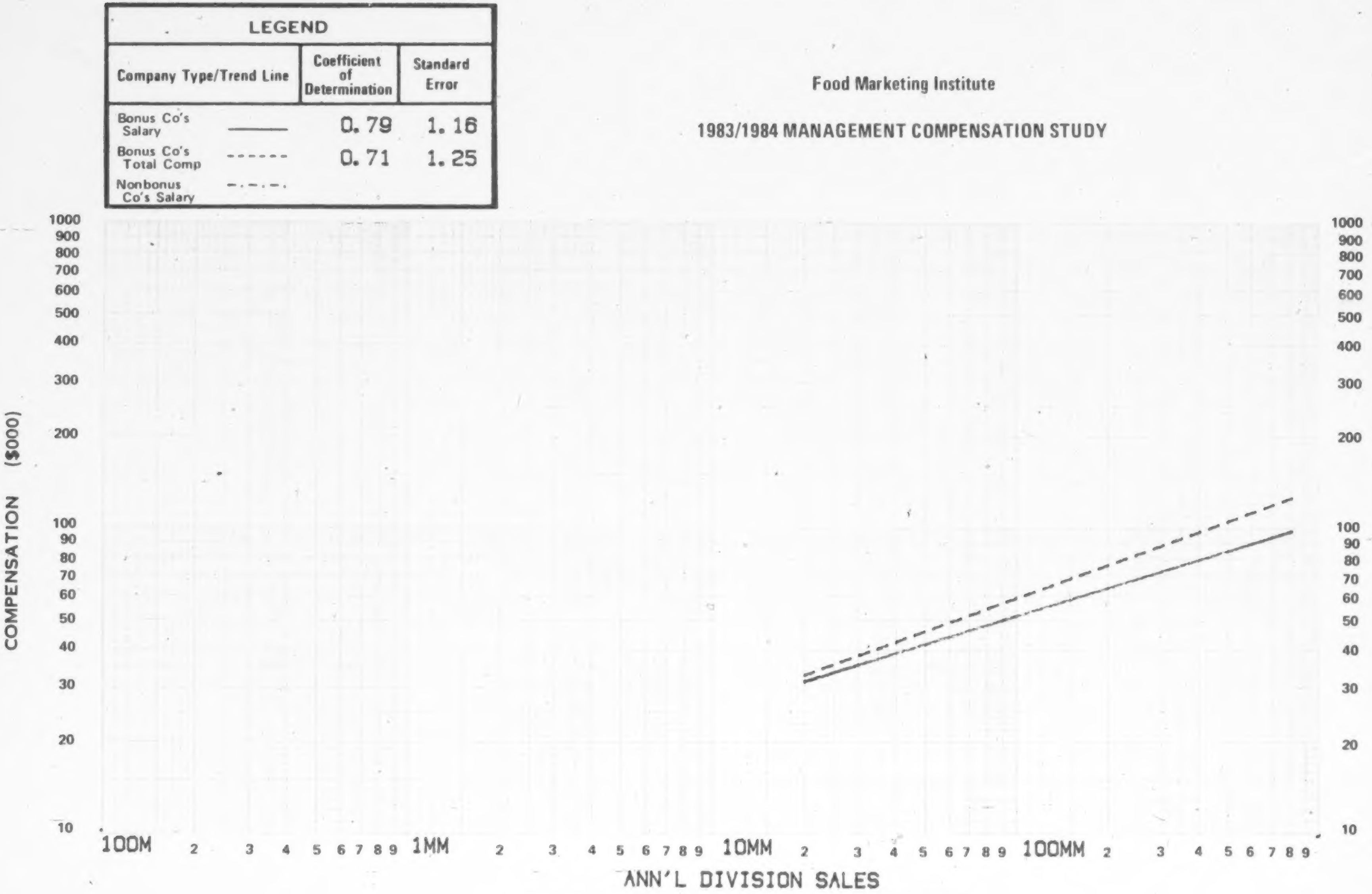
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 39 - DIVISION GENERAL MANAGER

SCOPE ANN'L DIVISION SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$99.9 AND BELOW	CEO/PRESIDENT	$ 57.0	$ 9.0	$ 66.0				
	EXEC. V.P.	50.0	0.0	50.0		$ 48.6	$ 59.7	$ 70.7
	EXEC. V.P.	42.6	4.2	46.8		40.2	50.2	60.2
	VICE PRESIDENT	28.8	7.2	36.0		23.7	32.9	38.7
	NO IN POSITION:	16						
$ 49.4	WEIGHTED GROUP AVG:	$ 38.9	$ 6.3	$ 45.2				
NO SCOPE REPORTED	SENIOR V.P.	$114.6	$ 30.1	$144.7		$ 87.8	$109.7	$131.6
	C.O.O.	79.7	81.8	161.5		78.5	80.2	81.9
	BOARD OF DIR.	74.7	13.4	88.1		58.5	72.8	87.0
	CEO/PRESIDENT	69.0	27.7	96.7		61.7	77.1	92.5
	NO IN POSITION:	19						
	WEIGHTED GROUP AVG:	$ 98.0	$ 39.7	$137.7				
	NO IN POSITION:	71						
$ 225.8	POSITION AVERAGE:	$ 70.1	$ 19.9	$ 90.0	$ 72.5			



LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.79	1.16
Bonus Co's Total Comp	- - - - - -	0.71	1.25
Nonbonus Co's Salary	–·–·–·		

SURVEY POSITION #39 - DIVISION GENERAL MANAGER

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 40 - SCANNING COORDINATOR

Recommends, coordinates and implements software programs and systems to enhance performance of electronic front-end equipment. Has staff responsibility for the coordination of scanning systems throughout the division/company. Assists in the installation of electronic equipment and the training of store personnel in all aspects of scanning, including the development of store price files, preparation and maintenance of operating manuals, and specifications of electronic front-end equipment.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1000.0 AND ABOVE		$ 48.5	$ 2.4	$ 50.9		$ 37.6	$ 47.6	$ 57.6
	MANAGER	47.6	6.0	53.6		45.0	56.2	67.5
	VICE PRESIDENT				$ 39.8	33.0	40.8	48.6
	VICE PRESIDENT	38.0	7.5	45.5		34.4	41.1	47.8
	VICE PRESIDENT				34.5	29.7	37.2	44.6
	ASST. V.P./DIR				34.0			
	MANAGER	33.0	3.9	36.9		29.1	36.4	43.7
	C.O.O.	29.7	0.9	30.6				29.7
	ASST. V.P./DIR				26.5	20.2		29.3
	MANAGER	23.7	1.8	25.5		19.8	24.8	29.7
	NO IN POSITION: 11							
$ 1755.0	WEIGHTED GROUP AVG:	$ 36.8	$ 3.7	$ 40.5	$ 32.3			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 40 - SCANNING COORDINATOR

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9	VICE PRESIDENT	$ 38.2	$ 0.0	$ 38.2				
TO	EXEC. V.P.	37.1	0.0	37.1		$ 35.0	$ 42.2	$ 49.4
$500.0	VICE PRESIDENT				$ 35.0			
	ASST. V.P./DIR				30.3	27.2	33.2	39.4
	ASST. V.P./DIR	29.3	1.5	30.8		23.3	29.1	34.9
	VICE PRESIDENT	28.2	1.1	29.3		20.7	27.6	34.5
	VICE PRESIDENT	27.5	0.0	27.5				
	MANAGER				27.5	23.4	28.5	33.7
	GROUP EXEC.				25.6	19.5	24.4	29.3
	VICE PRESIDENT				25.0	23.0	28.7	34.4
	MANAGER				24.3	14.4	21.0	27.6
	GROUP EXEC.				22.0			
					20.2	20.8	25.1	29.5
	NO IN POSITION: 22							
$ 683.1	WEIGHTED GROUP AVG:	$ 30.6	$ 0.8	$ 31.4	$ 24.9			
$499.9	GROUP EXEC.				$ 36.4	$ 35.0	$ 37.5	$ 40.0
TO	VICE PRESIDENT				29.0	25.1	30.0	35.0
$200.0	SENIOR V.P.				29.0			
	REG. V.P./MGR.	$ 27.3	$ 0.0	$ 27.3				
	VICE PRESIDENT	27.0	3.0	30.0		21.3	26.6	32.7
	VICE PRESIDENT				27.0	25.0	32.0	39.0
	VICE PRESIDENT	25.4	0.0	25.4		19.1	22.7	26.3
	EXEC. V.P.	24.6	6.5	31.1				
	NO IN POSITION: 8							
$ 356.9	WEIGHTED GROUP AVG:	$ 26.1	$ 2.4	$ 28.5	$ 30.4			

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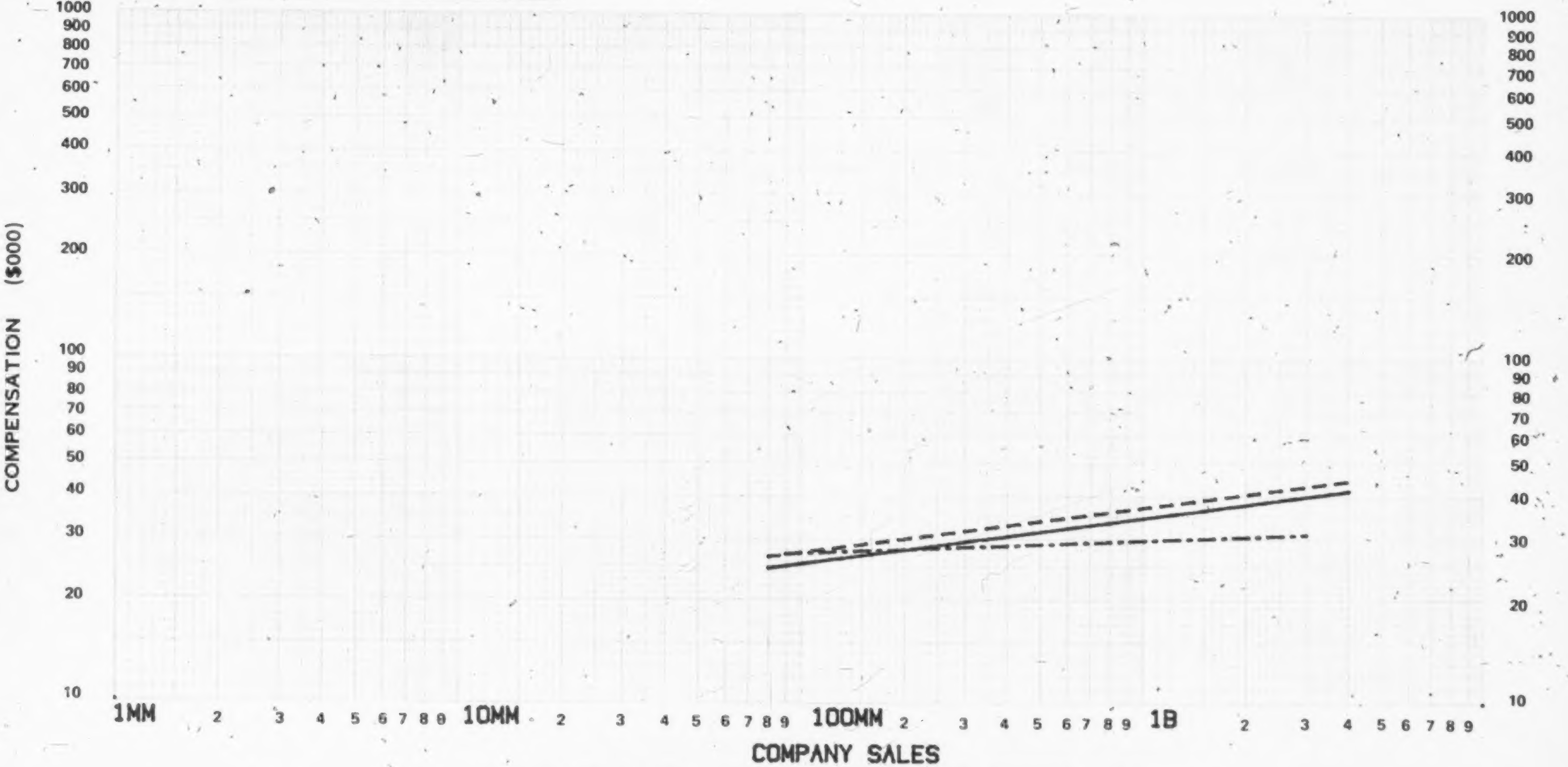
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 40 - SCANNING COORDINATOR

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$199.9 AND BELOW	VICE PRESIDENT	$ 39.0	$ 2.9	$ 41.9				
	VICE PRESIDENT	38.0	9.5	47.5				
	C.O.O.				$ 31.5			
	VICE PRESIDENT				30.9			
	VICE PRESIDENT				30.6		$ 30.6	
	CEO/PRESIDENT				29.1			
	EXEC. V.P.				26.0	20.0	25.0	30.0
	C.O.O.	25.0	1.6	26.6		25.9	30.5	35.0
					24.0			
	EXEC. V.P.	20.0	0.5	20.5				
	NO IN POSITION: 10							
$ 146.1	WEIGHTED GROUP AVG:	$ 30.5	$ 3.6	$ 34.1	$ 28.7			
	NO IN POSITION: 51							
$ 757.8	POSITION AVERAGE:	$ 31.4	$ 2.4	$ 33.8	$ 27.7			

LEGEND		
Company Type/Trend Line	**Coefficient of Determination**	**Standard Error**
Bonus Co's Salary ———	0.35	1.22
Bonus Co's Total Comp - - - - - -	0.28	1.26
Nonbonus Co's Salary -·-·-·-	0.04	1.19



SURVEY POSITION #40 - SCANNING COORDINATOR

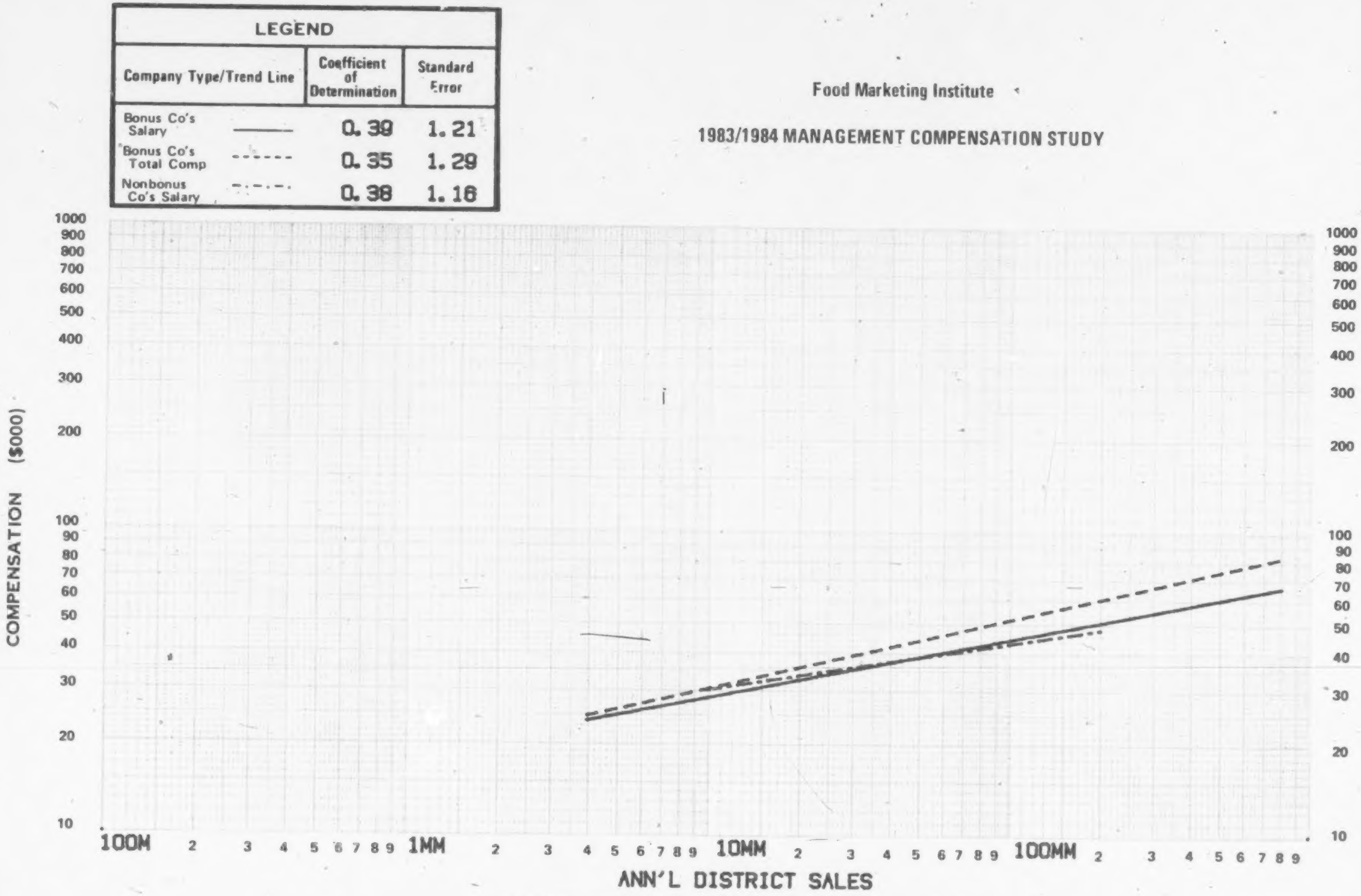
1983 - 1984 MANAGEMENT COMPENSATION SURVEY FOR WHOLESALERS AND LARGE RETAILERS

NATIONAL SUMMARY

SURVEY POSITION #41: DISTRICT MANAGER

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANNUAL DISTRICT SALES ($MIL)		BONUS COMPANIES				
Range	Weighted Group Average	Salary	Bonus	Total Compensation	NONBONUS COMPANIES SALARY	NUMBER OF INCUMBENTS
$150.0 and Above	$220.7	$48.9	$ 7.9	$ 56.8	$56.8	51
149.9 to 100.0	134.7	46.6	12.3	58.9	40.0	67
99.9 to 75.0	84.6	41.4	6.8	48.2	47.3	46
74.9 to 50.0	62.4	41.3	6.2	47.5	37.3	47
49.9 to 35.0	42.4	40.2	2.3	42.5	--	19
34.9 and Below	14.8	23.6	2.3	25.9	35.3	39
NO SCOPE REPORTED		49.8	5.9	55.7	45.1	144
POSITION AVERAGE	$105.9	$44.3	$ 6.9	$ 51.2	$45.1	413



LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	————	0.39	1.21
Bonus Co's Total Comp	------	0.35	1.29
Nonbonus Co's Salary	—·—·—·	0.38	1.16

SURVEY POSITION #41 - DISTRICT MANAGER

1983 - 1984 MANAGEMENT COMPENSATION SURVEY FOR WHOLESALERS AND LARGE RETAILERS

NATIONAL SUMMARY

SURVEY POSITION #42: STORE MANAGER

Responsible for managing the entire activity of an individual retail food store. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems.

SCOPE AVERAGE WEEKLY STORE SALES ($THOU)		BONUS COMPANIES				
Range	Weighted Group Average	Salary	Bonus	Total Compensation	NONBONUS COMPANIES SALARY	NUMBER OF INCUMBENTS
$300.0 and Above	$398.1	$41.2	$ 5.8	$ 47.0	$35.3	319
299.9 to 200.0	241.8	36.4	5.7	42.1	37.4	818
199.9 to 150.0	176.0	34.1	4.7	38.8	35.2	683
149.9 to 100.0	127.3	32.3	3.5	35.8	32.0	871
99.9 to 75.0	88.8	30.1	3.0	33.1	29.2	313
74.9 to 50.0	65.0	26.9	1.9	28.8	27.9	277
49.9 and Below	37.5	28.5	1.6	30.1	25.0	53
NO SCOPE REPORTED		28.9	6.0	34.9	45.1	395
POSITION AVERAGE	$181.0	$33.4	$ 4.4	$ 37.8	$36.1	3,729

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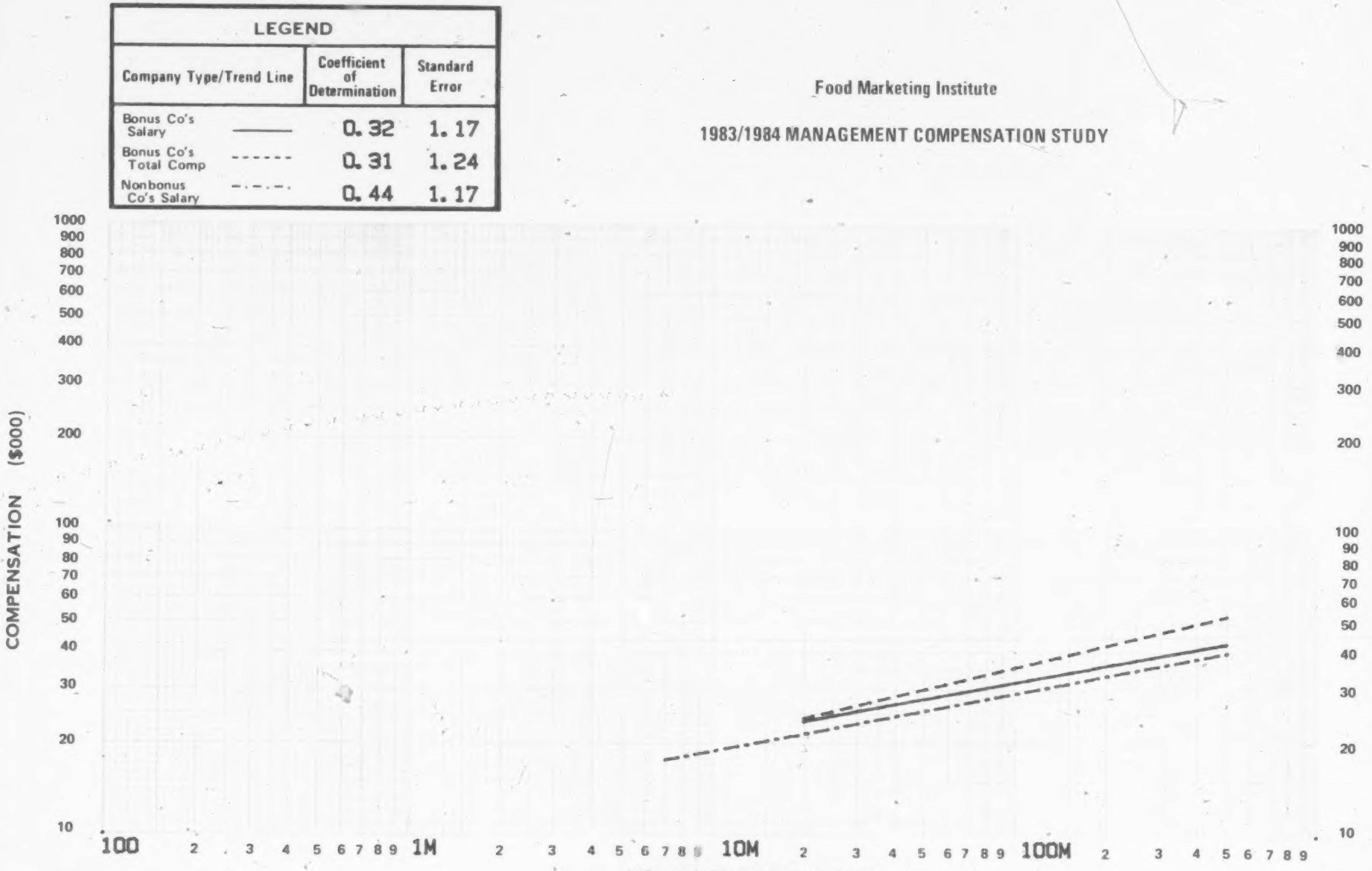
1983/1984 MANAGEMENT COMPENSATION STUDY



LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.32	1.17
Bonus Co's Total Comp	- - - - - -	0.31	1.24
Nonbonus Co's Salary	-.-.-.-	0.44	1.17

SURVEY POSITION #42 - STORE MANAGER

1983 - 1984 MANAGEMENT COMPENSATION SURVEY FOR WHOLESALERS AND LARGE RETAILERS

NATIONAL SUMMARY

SURVEY POSITION #43: ASSISTANT/CO-STORE MANAGER

Responsible for managing activity of an individual retail store in conjunction with, or in absence of, Store Manager. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems. Has total responsibility for store operations when Store Manager is absent. May be a training position.

SCOPE AVERAGE WEEKLY STORE SALES ($THOU)		BONUS COMPANIES				
Range	Weighted Group Average	Salary	Bonus	Total Compensation	NONBONUS COMPANIES SALARY	NUMBER OF INCUMBENTS
$250.0 and Above	$306.5	$27.2	$ 2.4	$ 29.6	$ 28.1	339
249.9 to 200.0	236.3	30.5	3.0	33.5	27.2	553
199.9 to 150.0	177.1	27.0	2.3	29.3	25.9	481
149.9 to 100.0	126.0	25.7	3.4	29.1	24.9	759
99.9 to 50.0	76.4	23.4	1.4	24.8	22.5	479
49.9 and Below	37.8	23.6	0.3	23.9	21.9	20
NO SCOPE REPORTED		21.4	1.9	23.3	28.0	302
POSITION AVERAGE	$172.1	$26.1	$ 2.6	$ 28.7	$ 25.2	2,933

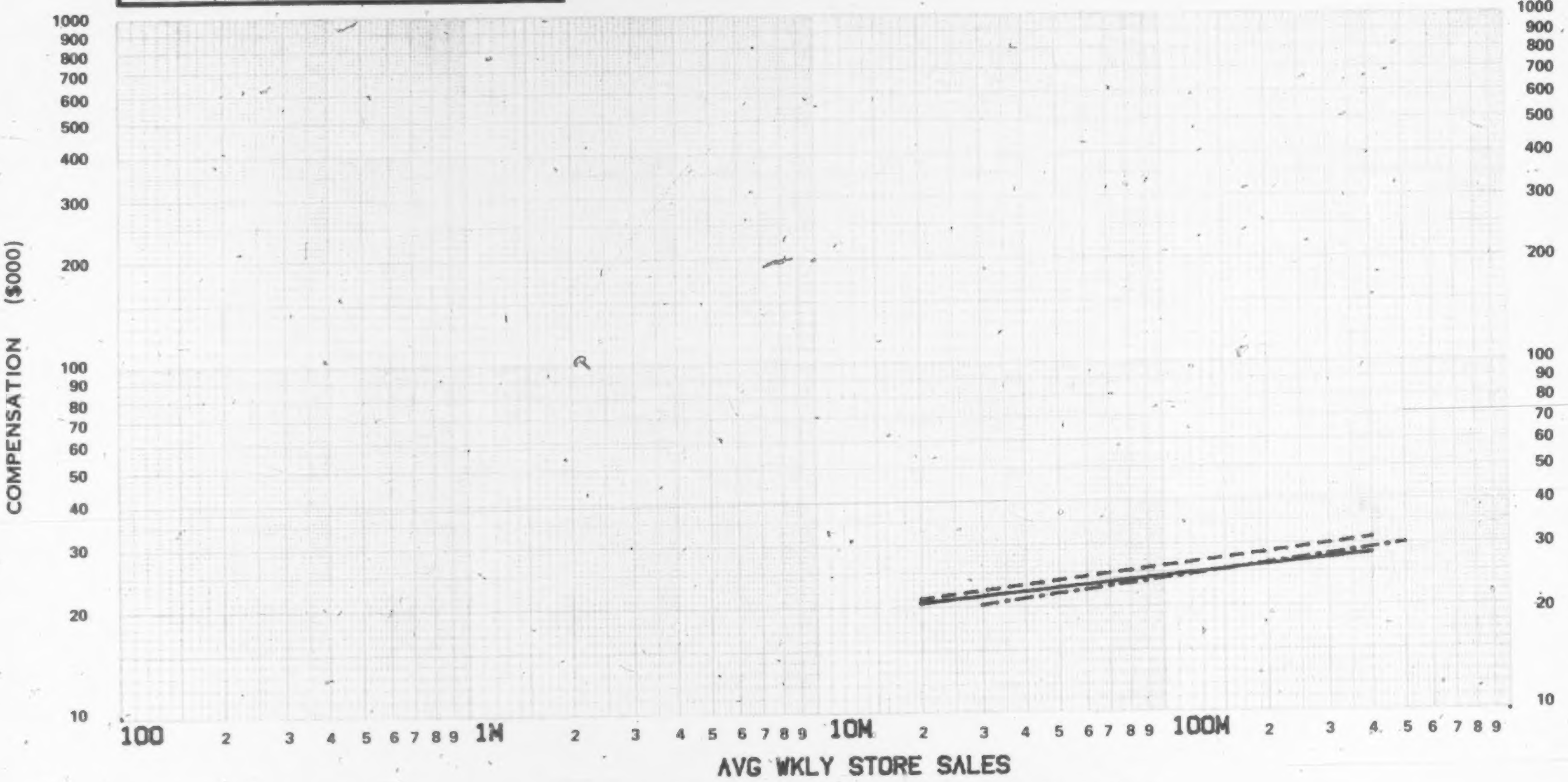
NOTE: Only 10 companies indicated that their Assistant/Co-Store Managers are unionized; therefore, all data for this position are combined.

Food Marketing Institute

1983/1984 MANAGEMENT COMPENSATION STUDY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.11	1.19
Bonus Co's Total Comp	------	0.18	1.17
Nonbonus Co's Salary	-.-.-.	0.23	1.16



SURVEY POSITION #43 - ASSISTANT/CO-STORE MANAGER

1983 - 1984 MANAGEMENT COMPENSATION SURVEY FOR WHOLESALERS AND LARGE RETAILERS

NATIONAL SUMMARY

SURVEY POSITION #44: MEAT DEPARTMENT MANAGER

Directs and controls the operation of the store's meat department. Supervises department personnel. Participates in determining quality and quantities of merchandise. Orders merchandise and supplies. Receives and displays stock.

SCOPE AVERAGE WEEKLY MEAT SALES ($THOU)		BONUS COMPANIES				
Range	Weighted Group Average	Salary	Bonus	Total Compensation	NONBONUS COMPANIES SALARY	NUMBER OF INCUMBENTS
$ 50.0 and Above	$ 86.5	$28.6	$ 1.5	$ 30.1	$ 27.6	427
49.9 to 35.0	41.7	28.0	1.7	29.7	27.4	434
34.9 to 25.0	30.1	28.2	1.2	29.4	27.0	575
24.9 to 15.0	20.5	29.9	1.6	31.5	25.7	780
14.9 and Below	11.5	25.5	0.8	26.3	24.7	392
NO SCOPE REPORTED		23.3	0.8	24.1	27.8	183
POSITION AVERAGE	$ 35.6	$28.3	$ 1.4	$ 29.7	$ 26.4	2,791

NOTE: This summary exhibit and the trend line on the facing page reflect pay levels for all Meat Department Managers -- union and non-union combined.

Exhibits on the following pages show Meat Department Managers who are union members (pages 232-239) and those who are non-union (pages 240-245).

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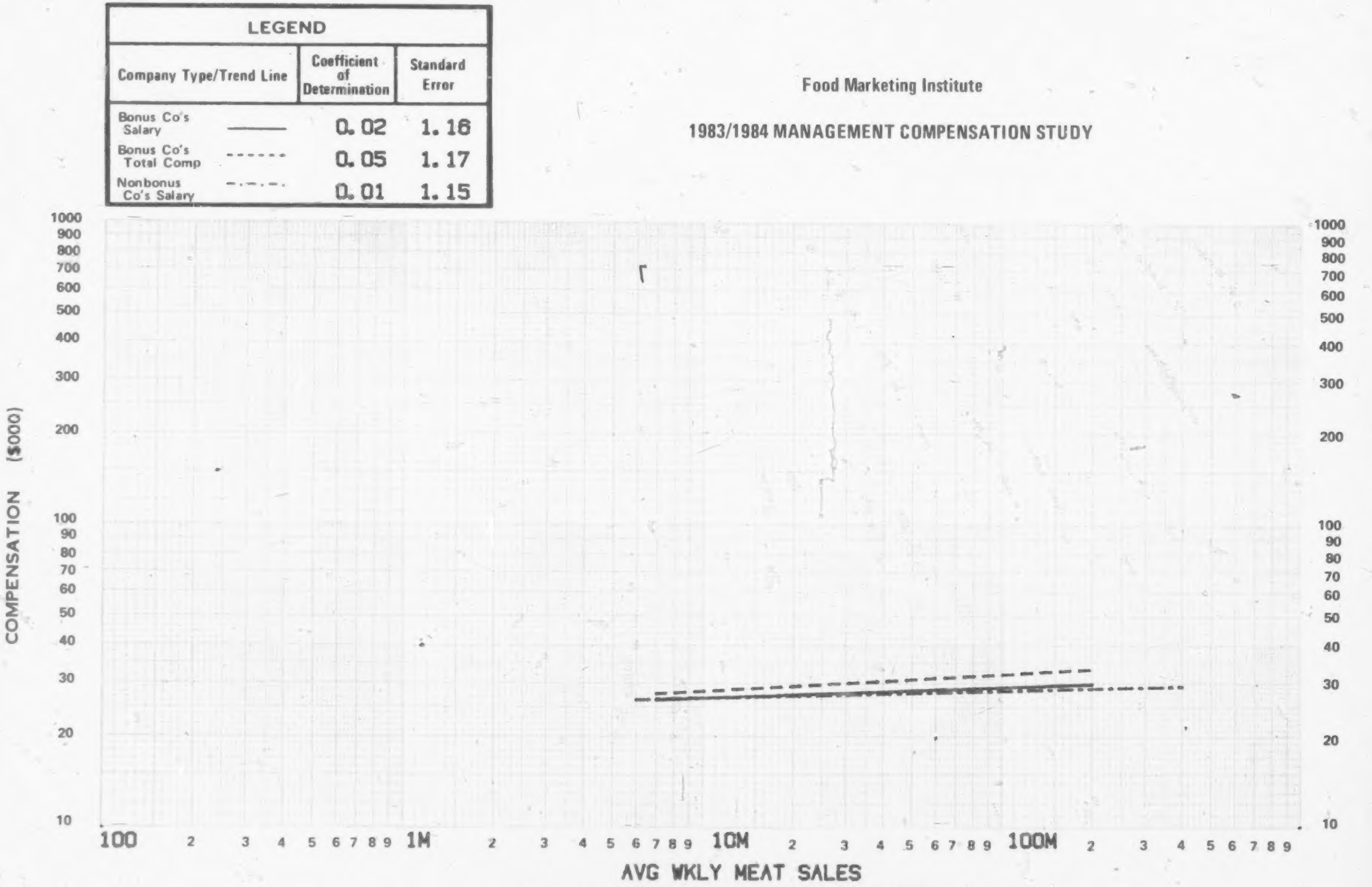
1983/1984 MANAGEMENT COMPENSATION STUDY



LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.02	1.16
Bonus Co's Total Comp ------	0.05	1.17
Nonbonus Co's Salary -·-·-·	0.01	1.15

SURVEY POSITION #44 - MEAT DEPARTMENT MANAGER

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPT. MGR. -- UNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$50.0				$ 34.4				5.0		48.0	8.0	E	G
AND ABOVE	$ 30.9	$ 0.0	$ 30.9					5.1		44.0	13.0	E	G
				30.1				5.0		40.0	20.0	E	F
				29.4				5.0	1.0	40.0	12.0	E	F
				29.0	$ 29.0	$ 35.0	$ 40.0	5.0	2.0	40.0	52.0	F	F
				28.8			28.8	5.0	1.0	40.0	18.0	E	F
	28.2	2.0	30.2					5.0	1.0	40.0			F
				28.0			28.0	5.0	1.0	40.0			
				27.7				5.0	1.0	40.0		F	F
				27.7				5.0	1.0	40.0		F	F
	27.4	14.6	42.0					5.0		44.0	18.0	2.5	2.5
	27.3	0.7	28.0					5.0		40.0		161	G
				24.7				6.0	1.0	50.0	1.0	E	C
				24.3					1.0	50.0	1.0	E	E
				24.2				5.0	2.0	40.0	4.0	F	F
				24.1				6.0	1.0	50.0	1.0	E	E
				24.1				6.0	1.0	50.0	1.0	E	E
				22.9				6.0	1.0	50.0	1.0	E	E
				22.8				5.0	1.0	40.0	12.0	E	F
				22.3				5.0		40.0		E	E
NO. IN POS: 195													
$ 95.8 WT'D AVG:	$ 28.5	$ 1.6	$ 30.1	$ 27.8									

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SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$49.9	$ 35.5	$ 5.1	$ 40.6				$ 35.5	6.0	1.0	48.0	2.0	E	F
TO				$ 34.4				5.0		48.0	8.0	E	G
$35.0				29.8									
				29.4				5.0	1.0	40.0	12.0	E	F
				29.0	29.0	35.0	40.0	5.0	2.0	40.0	52.0	F	F
				28.9				5.0		40.0	20.0	E	F
				28.8			28.8	5.0	1.0	40.0	18.0	E	F
				28.7				5.0		40.0	17.0	110	110
	28.2	2.0	30.2					5.0	1.0	40.0			F
	28.1	4.7	32.8					5.0		42.0	12.0	F	E
				28.1				5.0	2.0	45.0	16.3	F	F
				28.0			28.0	5.0	1.0	40.0			
				27.7				5.0	1.0	40.0		F	F
	27.4	10.7	38.1					5.0		44.0	18.0	2.5	2.5
	27.3	0.4	27.7					5.0		40.0		161	G
				27.0				5.0		40.0		E	
				24.2				5.0	2.0	40.0	4.0	F	F
				23.9	21.4	22.6	23.9	5.0	2.0	40.0		0	0
				22.8				5.0	1.0	40.0	12.0	E	F
				22.8				5.0	1.0	40.0	12.0	E	F
				22.4				5.0	2.0	40.0	4.0	F	F
				22.0	20.0	21.0	22.0	5.0	2.0	40.0	1.0	E	D
				21.1				5.0		40.0		E	E
NO. IN POS: 308													
$ 42.0 WT'D AVG:	$ 27.8	$ 1.7	$ 29.5	$ 27.6									

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SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$34.9	$ 39.5	$ 0.0	$ 39.5				$ 39.5	6.0	1.0	48.0	2.0	E	E
TO	35.5	0.6	36.1				35.5	6.0	1.0	48.0	2.0	E	F
$25.0				$ 34.4				5.0		48.0	8.0	E	G
				29.8									
				29.4				5.0	1.0	40.0	12.0	E	F
				29.3				5.0		40.0	26.0	E	
				29.2				5.0		40.0	20.0	E	F
				28.7				5.0		40.0	17.0	110	110
				28.4			28.4	5.0	1.0	40.0	18.0	E	F
	28.2	2.0	30.2					5.0	1.0	40.0			F
	28.1	4.7	32.8					5.0		42.0	12.0	F	E
				28.0			28.0	5.0	1.0	40.0			
				27.7				5.0	1.0	40.0		F	F
	27.4	7.5	34.9					5.0		44.0	18.0	2.5	2.5
	27.3	0.3	27.6					5.0		40.0		161	G
				27.1				5.0	2.0	45.0	16.3	F	F
	26.6	0.6	27.2					5.0		40.0		E	D
				25.5				5.0	1.0	40.0	26.0	E	E
				25.1				5.0		40.0	26.0	72	96
				24.2				5.0	2.0	40.0	4.0	F	F
				23.8	21.4	22.6	23.9	5.0	2.0	40.0			
	23.3	0.4	23.7					5.0		40.0		E	D
				22.8				5.0	1.0	40.0	12.0	E	F
				22.4				5.0	2.0	40.0	4.0	F	F
				22.3				5.0		40.0		E	E
				22.0	20.0	21.0	22.0	5.0	2.0	40.0	1.0	E	D
NO. IN POS: 362													
$ 30.3 WT'D AVG:	$ 29.4	$ 1.2	$ 30.6	$ 27.3									

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SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$24.9	$ 35.5	$ 0.8	$ 36.3				$ 35.5	6.0	1.0	48.0	2.0	E	F
TO				$ 34.4				5.0		48.0	8.0	E	G
$15.0	34.0	1.7	35.7		27.7	33.6	39.5	6.0	1.0	48.0	2.0	E	E
				29.8									
				29.3				5.0		40.0	26.0	E	
				29.0	29.0	35.0	40.0	5.0	2.0	40.0	52.0	F	F
				28.7				5.0		40.0	17.0	110	110
	28.2	2.0	30.2					5.0	1.0	40.0			F
	28.1	4.7	32.8					5.0		42.0	12.0	F	E
	28.1	4.7	32.8					5.0		42.0	12.0	F	E
				28.1			28.1	5.0	1.0	40.0	18.0	E	F
				28.0			28.0	5.0	1.0	40.0			
				28.0			28.0	5.0	1.0	40.0			
	27.3	0.2	27.5					5.0		40.0		161	G
				27.1				5.0		40.0	20.0	E	F
				27.1				5.0	2.0	45.0	16.3	F	F
	26.3	0.2	26.5					5.0		40.0		E	D
				25.1				5.0		40.0	26.0	72	96
				24.8				5.0	1.0	40.0	26.0	E	E
				23.9				5.0	1.0	42.0	2.0	E	E
				23.9				5.0	2.0	40.0	4.0	F	F
				23.6	21.4	22.6	23.9	5.0	2.0	40.0			
				23.5	21.4	22.6	23.9	5.0	2.0	40.0			
				22.8				5.0	1.0	40.0	12.0	E	F
				22.8				5.0	1.0	40.0	12.0	E	F
				22.4				5.0	2.0	40.0	4.0	F	F
				22.0	20.0	21.0	22.0	5.0	2.0	40.0	1.0	E	D
	21.4	0.4	21.8					5.0		40.0		E	D
				21.2				5.0		40.0		E	E
NO. IN POS: 566													
$ 20.2	WT'D AVG: $ 30.0	$ 1.5	$ 31.5	$ 25.6									

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SCOPE	BONUS COMPANIES			NONBONUS	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY MEAT SALES			TOTAL	COMPANIES				#	#	#	#	SUN.	HOL.
($THOU)	SALARY	BONUS	COMP	SALARY	MIN	MID	MAX	DYS.	NTS.	HRS.	SUN.	PAY	PAY
$14.9	$ 35.5	$ 0.0	$ 35.5				$ 35.5	6.0	1.0	48.0	2.0	E	F
AND BELOW	30.5	0.0	30.5		28.3	33.9	39.5	6.0	1.0	48.0	2.0	E	E
				$ 29.8									
				29.4				5.0	1.0	40.0	12.0	E	F
				29.3				5.0		40.0	26.0	E	
				28.7				5.0		40.0	17.0	110	110
	28.1	4.7	32.8					5.0		42.0	12.0	F	E
				28.0				5.0		40.0	20.0	E	F
				27.6			27.6	5.0	1.0	40.0	18.0	E	F
	27.3	0.0	27.3					5.0		40.0		161	G
				26.1				5.0	2.0	45.0	16.3	F	F
	25.8	0.1	25.9					5.0		40.0		E	D
				25.1				5.0		40.0	26.0	72	96
				23.9				5.0	2.0	40.0	4.0	F	F
	23.8	0.2	24.0					5.0		40.0		E	D
				23.3	21.4	22.6	23.9	5.0	2.0	40.0			
				23.1				5.0	1.0	45.0	26.0	E	E
				22.8				5.0	1.0	40.0	12.0	E	F
				22.7	21.4	22.6	23.9	5.0	2.0	40.0			
				22.4				5.0	2.0	40.0	4.0	F	F
				20.8				5.0	1.0	40.0	12.0	E	F
NO. IN POS: 270													
$ 11.4 WT'D AVG:	$ 30.5	$ 0.4	$ 30.9	$ 24.8									

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SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE				$ 31.6				5.0		40.0		E	E
REPORTED	$ 31.5	$ 0.0	$ 31.5					5.0		40.0		E	E
				29.3				5.0		40.0		E	E
				28.0				5.0		40.0	20.0	E	F
				26.8									
				26.8									
				26.8									
				26.8									
				25.4				5.0	1.0	40.0		E	E
				22.0	$ 20.0	$ 21.0	$ 22.0	5.0	2.0	40.0	1.0	E	D
				20.4				5.0		40.0		E	E
NO. IN POS: 169 WT'D AVG:	$ 31.5	$ 0.0	$ 31.5	$ 27.8									
NO. IN POS: 1870 POSITION AVG: $ 33.6	$ 29.2	$ 1.3	$ 30.5	$ 26.5									

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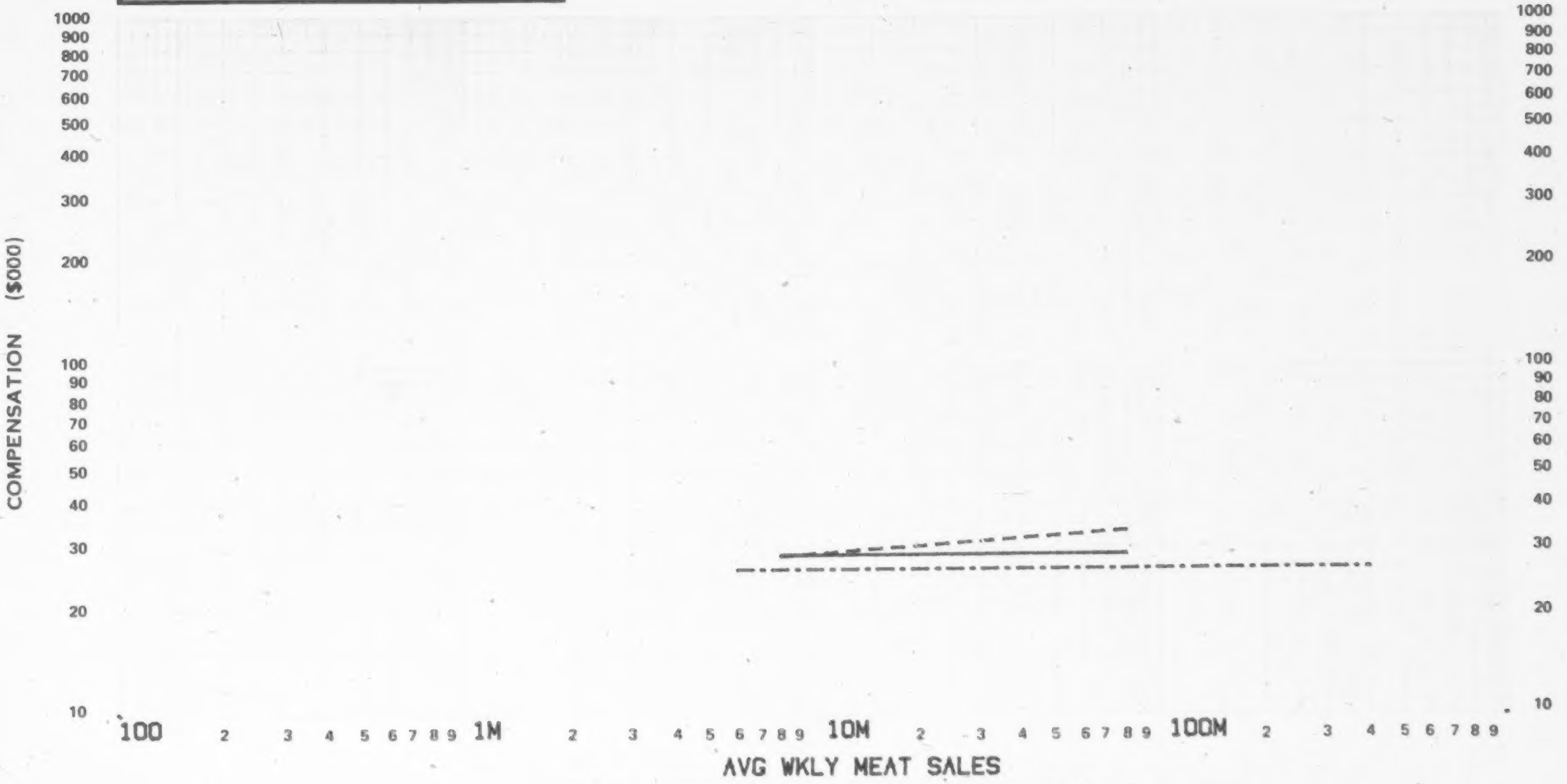
LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.00	1.15
Bonus Co's Total Comp - - - - - -	0.07	1.17
Nonbonus Co's Salary -·-·-·	0.00	1.13



SURVEY POSITION #44 - MEAT DEPT. MGR. --
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FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPT. MGR. --
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SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$50.0 AND ABOVE				$ 33.3	$ 29.4	$ 30.9	$ 32.8	5.0	1.0	40.0	12.0	E	E
				33.0	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				32.8	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				32.7	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
	$ 32.5	$ 2.1	$ 34.6		22.3	27.9	33.4	5.0	2.0	45.0	10.0	190	190
				32.5	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				32.4	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				32.2	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				32.2	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				32.2	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				32.2	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				32.1	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				32.0	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				31.9	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				31.9	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				31.6	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				31.5	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				30.4				5.0	1.0	45.0	12.0	160	160
	29.4	1.8	31.2					5.0		40.0	6.0	E	E
	28.6	0.3	28.9		22.1		28.6	5.5		45.0	5.0		
				28.2									
	28.1	1.8	29.9		26.5	28.4	30.2	5.0	1.0	45.0	26.0	E	E
				28.0				5.0	1.0	40.0	13.0	E	E
				27.5				5.5	1.0	48.0	1.0		
	27.3	1.4	28.7					5.0	1.0	45.0		0	0
	27.0	1.6	28.6		26.5	28.4	30.2	5.0	1.0	45.0	26.0	E	E
	26.4	0.3	26.7		26.0	27.3	28.6		1.0	45.0	26.0	E	E
				25.5	24.7	25.5	26.0	5.0		45.0	1.0	95	95
				24.6									
				21.7				5.0	1.0	44.0	12.0	D	F
				20.4				5.0	1.0	40.0		E	E
NO. IN POS: 232													
$ 78.7 WT'D AVG:	$ 28.6	$ 1.6	$ 30.2	$ 27.2									

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SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$49.9	$ 36.5	$ 1.7	$ 38.2					5.5		55.0	12.0	B	A
TO				$ 35.0				5.0	1.0	45.0	12.0	E	B
$35.0				32.7	$ 29.4	$ 30.9	$ 32.8	5.0	1.0	40.0	12.0	E	E
				31.9	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				31.8	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				31.6	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
	31.4	1.5	32.9		22.3	27.9	33.4	5.0	2.0	45.0	10.0	190	190
				31.3	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				31.3	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				31.0	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				31.0		31.0		5.0	1.0	43.0	12.0	120	120
				31.0	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				30.9	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				30.9	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				30.9	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				30.8	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				30.8	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				30.7	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				30.6				5.0	1.0	45.0	12.0	160	160
				29.3	24.0	28.3	32.5	5.0		45.0		B	A
				28.2				5.0	1.0	45.0	12.0	160	160
	27.7	1.5	29.2		22.1		28.6	4.9		47.2	2.8		
				27.5				5.0	1.0	40.0	13.0	E	E
	27.3	1.4	28.7					5.0	1.0	45.0		0	0
				25.3	24.7	25.3	26.0	5.0		45.0	1.0	95	95
				23.9									
				23.2				5.0	1.0	40.0		E	E
	22.7	3.7	26.4		22.4		28.9	5.0		40.0		0	0
				21.0				5.0	1.0	44.0	12.0	D	F
NO. IN POS: 126													
$ 41.0 WT'D AVG:	$ 29.6	$ 1.8	$ 31.4	$ 27.1									

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NON-UNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$34.9	$ 35.5	$ 1.5	$ 37.0					5.5		55.0	12.0	B	A
TO				$ 33.0				5.0	1.0	45.0	12.0	E	B
$25.0				31.0	$ 29.4	$ 30.9	$ 32.8	5.0	1.0	40.0	12.0	E	E
				30.8	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				30.8	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				30.7	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				30.7	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				30.6	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				30.6	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				30.6	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				30.5	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				30.1				5.0	1.0	45.0	12.0	160	160
	29.9	1.2	31.1		22.3	27.9	33.4	5.0	2.0	45.0	10.0	190	190
				28.2				5.0	1.0	45.0	12.0	160	160
	28.1	0.0	28.1		22.1		28.6	4.5		45.0	5.0		
	27.0	1.5	28.5					5.0		40.0	6.0	E	E
				26.8				5.0	1.0	40.0	13.0	E	E
	26.5	5.0	31.5					5.0		40.0	10.0	E	E
	25.9	0.2	26.1		26.0	27.3	28.6	5.0	1.0	45.0	26.0	E	E
				25.2	23.4	25.3	25.5	5.0		45.0	1.0	95	95
	25.0	7.7	32.7					5.0		40.0	10.0	E	E
	24.7	0.0	24.7		23.4		24.7	5.0	2.0	43.0			
				24.4				5.0	1.0	40.0		E	E
				23.5				5.5	1.0	43.0	.5	100	100
	22.9	4.4	27.3					5.0		40.0			
				22.8									
				21.0				5.5	1.0	48.0	1.0		
				20.8				5.0	1.0	44.0	12.0	D	F

NO. IN POS: 213
WT'D
$ 29.8 AVG: $ 26.9 $ 1.2 $ 28.1 $ 26.1

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPT. MGR. -- NON-UNION

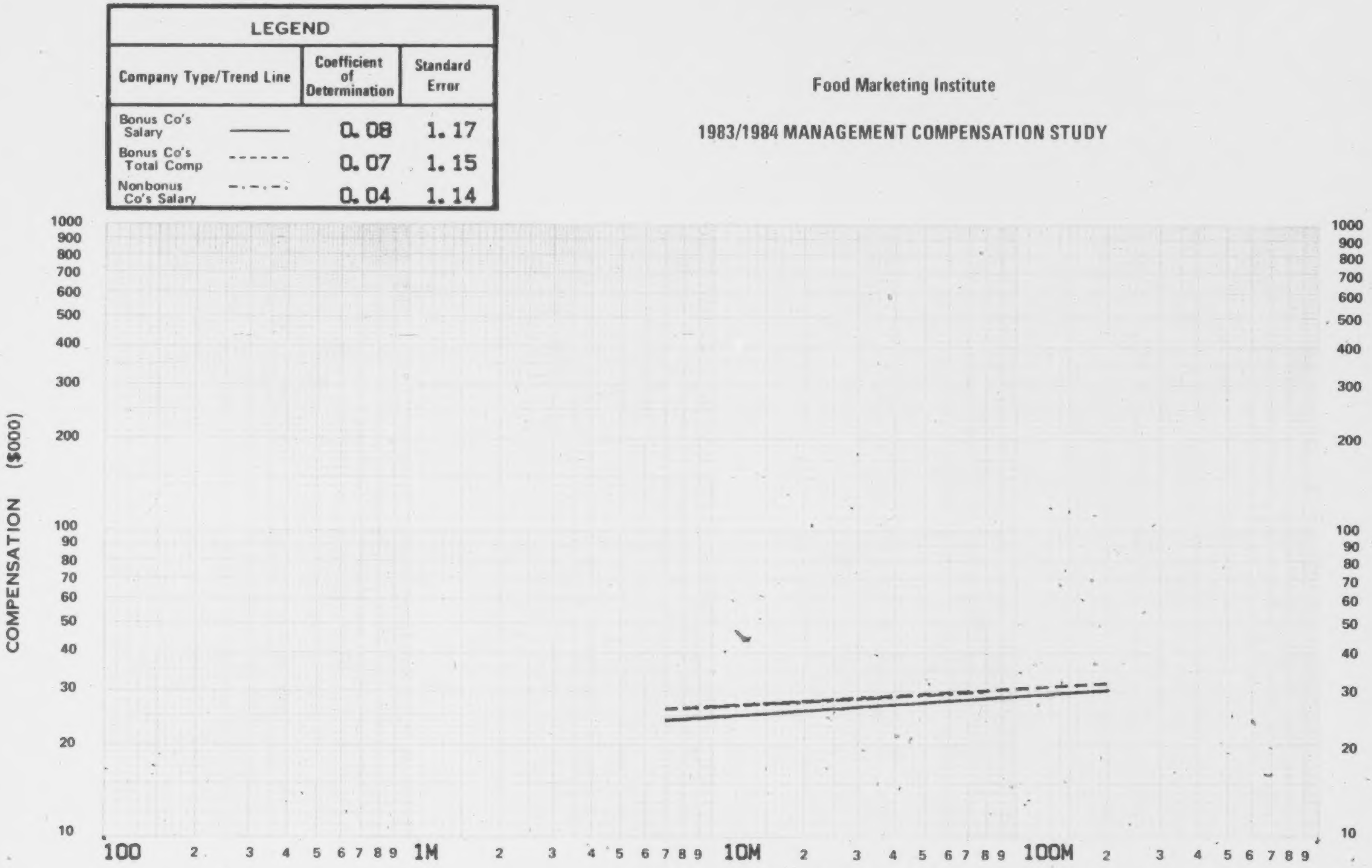
SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$24.9	$ 33.8	$ 1.2	$ 35.0					5.5		55.0	12.0	B	A
TO				$ 32.8	$ 29.4	$ 30.9	$ 32.8	5.0	1.0	40.0	12.0	E	E
$15.0				32.7				5.0	1.0	45.0	12.0	E	B
	31.4	0.6	32.0					5.5		55.0	12.0	B	A
	31.4	2.0	33.4		30.4		31.5	5.0		40.0		E	E
				30.5	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				30.5	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				30.5	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				30.5	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				30.5	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				30.5	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				30.5	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				30.5	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				30.0				5.0	1.0	45.0	12.0	160	160
				29.9	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				29.9	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				29.9	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				29.9	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				29.9	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				29.9	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				28.3	26.5	29.1	31.7	5.0		45.0		E	E
	26.5	1.5	28.0					5.0		40.0	10.0	E	E
	26.5	0.3	26.8					5.0		40.0	10.0	E	E
				26.2				5.0	1.0	40.0	13.0	E	E
				25.5	20.8	25.2	29.5	5.0		45.0		B	A
	24.9	0.5	25.4		24.9	25.4	28.1	5.0	1.0	45.0	26.0	E	E
	24.1	1.1	25.2					5.0		40.0	6.0	E	E
	23.4	5.1	28.5		22.1		28.6	4.8		45.0	5.0		
				23.0				5.5	1.0	43.0	.5	100	100
				22.6									
	22.4	3.5	25.9					5.0		40.0			
				21.8				5.0	1.0	40.0		E	E
	21.4	4.8	26.2					5.0		40.0	10.0	E	E
				20.6				5.0	1.0	44.0	12.0	D	F
NO. IN POS: 214													
$ 21.5	WT'D AVG: $ 29.8	$ 1.6	$ 31.4	$ 25.9									

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPT. MGR. -- NON-UNION

SCOPE	BONUS COMPANIES			NONBONUS	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY MEAT SALES ($THOU)	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$14.9 AND BELOW				$ 31.0				5.0	1.0	45.0	12.0	E	B
				29.9				5.0	1.0	45.0	12.0	160	160
				29.9	$ 29.4	$ 30.9	$ 32.8	5.0	1.0	40.0	12.0	E	E
				29.4	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
	$ 26.5	$ 0.0	$ 26.5					5.0		40.0	10.0	E	E
	26.0	2.4	28.4					5.0		40.0	10.0	E	E
				24.8	20.8	25.7	30.5	5.0		45.0		E	E
				22.8				5.5	1.0	43.0	.5	100	100
				19.7									
	15.8	1.5	17.3		13.0	15.8	17.9	5.0	1.0	44.0	.5	A	A
NO. IN POS: 122													
$ 11.8 WT'D AVG:	$ 16.4	$ 1.5	$ 17.9	$ 24.6									
NO SCOPE REPORTED				$ 27.6	$ 25.5	$ 27.6	$ 28.6	5.0		45.0	1.0	95	95
	$ 21.6	$ 1.0	$ 22.6										
NO. IN POS: 14													
WT'D AVG:	$ 21.6	$ 1.0	$ 22.6	$ 27.6									
NO. IN POS: 921													
$ 39.5 POSITION AVG:	$ 27.2	$ 1.5	$ 28.7	$ 26.2									

Food Marketing Institute

1983/1984 MANAGEMENT COMPENSATION STUDY



AVG WKLY MEAT SALES

SURVEY POSITION #44 - MEAT DEPT. MGR. --
NON-UNION

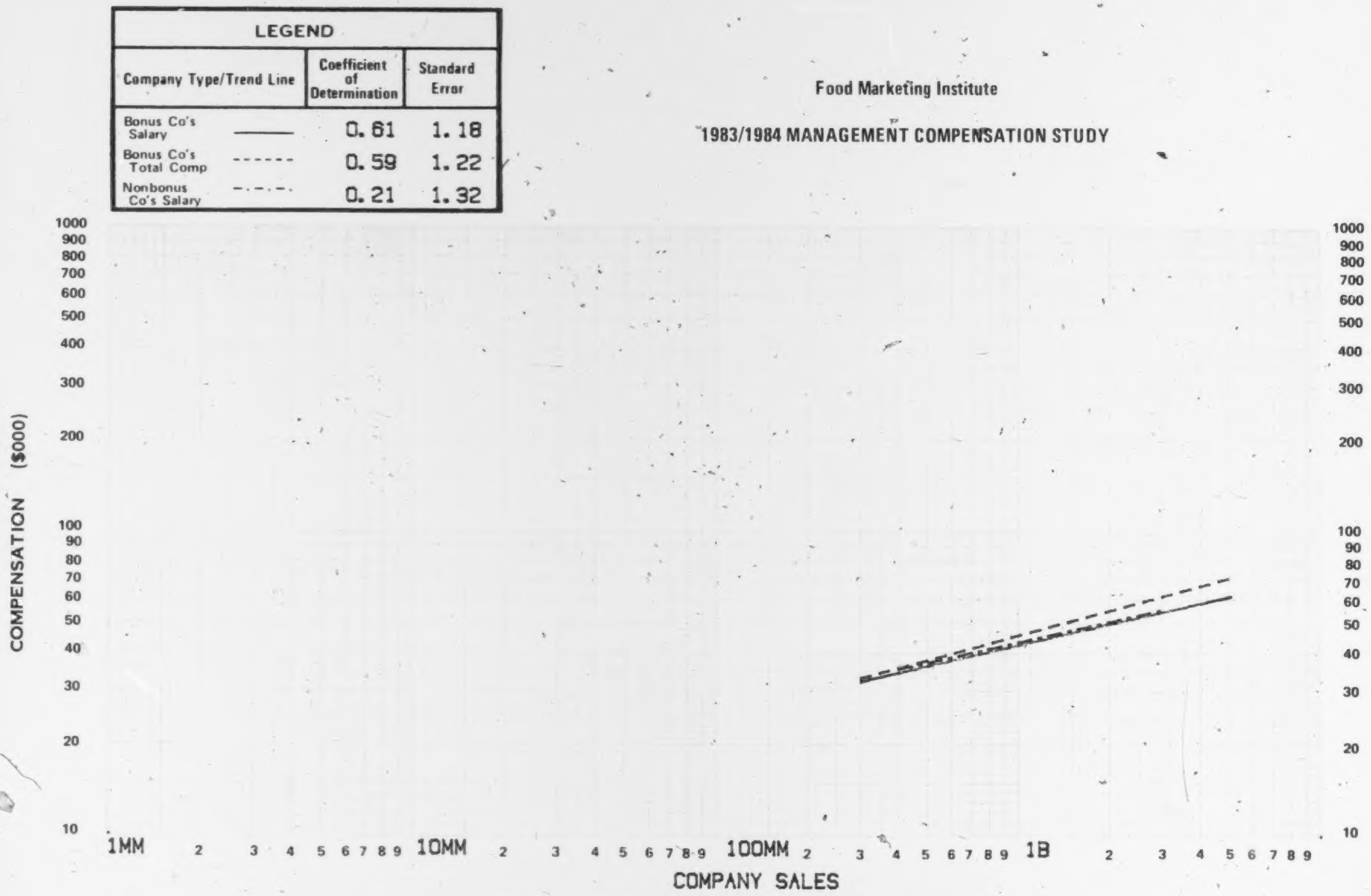
FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 45 - TOP RISK/INSURANCE MANAGEMENT EXEC.

Responsible for the development and administration of a loss control program that provides optimal protection of company assets in the most economical manner. Responsible for risk management and the negotiation of the company's insurance programs, including negotiation for all loss adjustments.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2000.0 AND ABOVE	VICE PRESIDENT	$ 71.2	$ 16.8	$ 88.0				
	EXEC. V.P.	66.0	7.2	73.2				
	EXEC. V.P.	59.0	15.6	74.6		$ 49.4	$ 65.8	$ 82.3
	SENIOR V.P.	56.6	4.1	60.7		46.5	58.1	69.7
	GROUP EXEC.				$ 41.0	33.0	40.8	48.6
	NO IN POSITION: 5							
$ 3278.2	WEIGHTED GROUP AVG:	$ 63.2	$ 10.9	$ 74.1	$ 41.0			
$1999.9 TO $1000.0	C.O.O.				$ 65.5			
	SENIOR V.P.				65.0			
	EXEC. V.P.	$ 44.0	$ 0.0	$ 44.0		$ 34.7	$ 43.9	$ 53.1
	ASST. V.P./DIR	42.0	0.0	42.0		35.4	44.9	54.4
	VICE PRESIDENT	41.1	4.6	45.7		33.4	41.8	50.1
	VICE PRESIDENT	35.5	2.0	37.5		30.5	38.1	45.7
	C.O.O.				34.3	27.2	34.0	40.8
	NO IN POSITION: 7							
$ 1405.0	WEIGHTED GROUP AVG:	$ 40.7	$ 1.6	$ 42.3	$ 54.9			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 45 - TOP RISK/INSURANCE MANAGEMENT EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9 AND BELOW	EXEC. V.P.				$ 47.0	$ 35.1	$ 43.9	$ 52.7
	SENIOR V.P.				40.0	30.9	45.0	59.1
	VICE PRESIDENT	$ 39.5	$ 0.5	$ 40.0		37.5	44.0	51.0
	VICE PRESIDENT	39.0	0.0	39.0				
	VICE PRESIDENT	36.5	5.0	41.5				
	VICE PRESIDENT	35.0	5.9	40.9		27.7	34.6	42.9
	SENIOR V.P.				33.4	25.2	32.8	37.1
	VICE PRESIDENT				32.0			
	C.O.O.				30.0			
	NO IN POSITION:	9						
$ 532.7	WEIGHTED GROUP AVG:	$ 37.5	$ 2.9	$ 40.3	$ 36.5			
	NO IN POSITION:	21						
$ 1477.1	POSITION AVERAGE:	$ 47.1	$ 5.2	$ 52.3	$ 43.1			

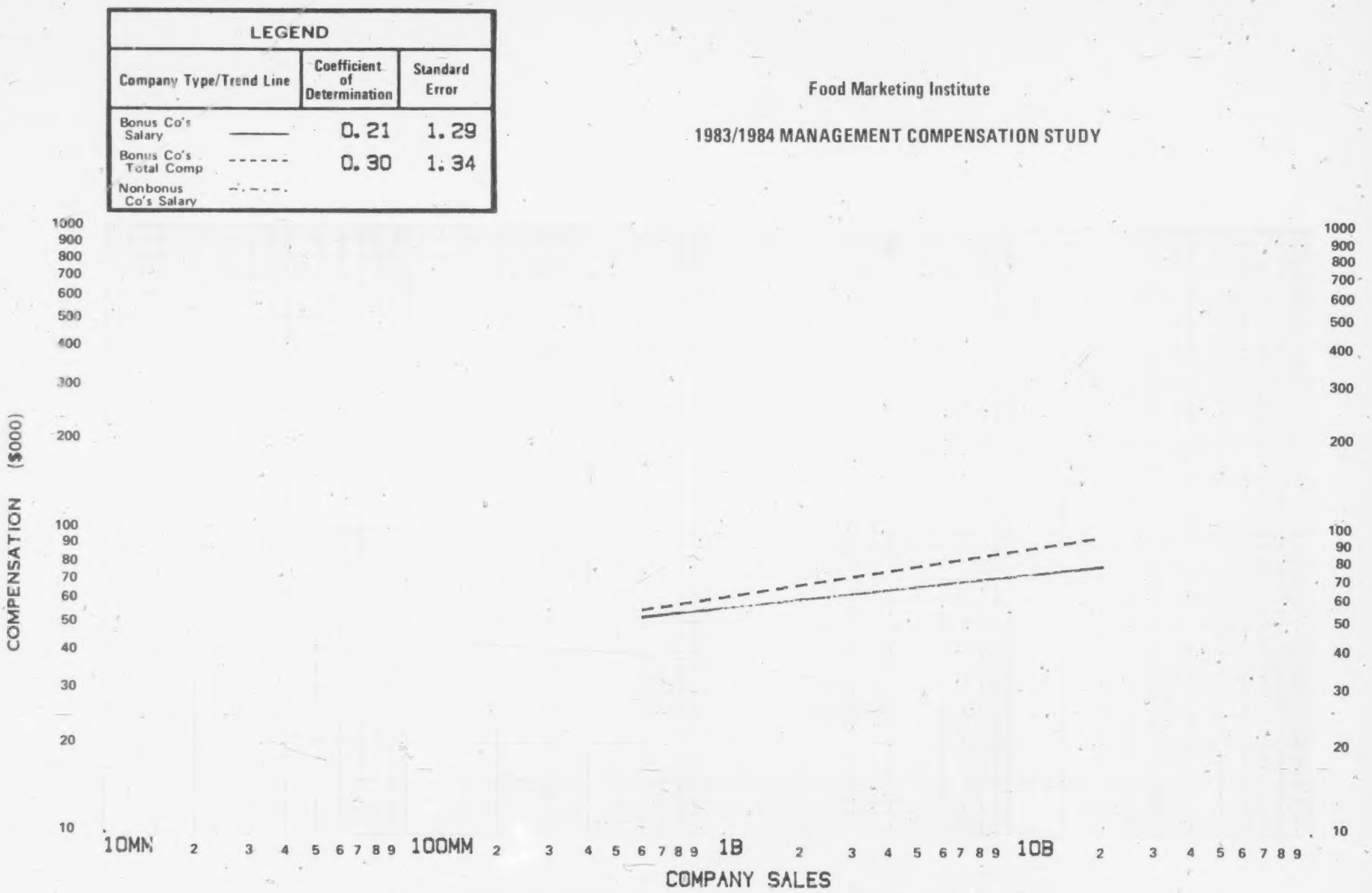


SURVEY POSITION #45 - TOP RISK/INSURANCE MANAGEMENT EXEC.

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - TOP STRATEGIC PLANNING EXECUTIVE

Responsible for assisting the Chief Executive Officer and other officers in developing long-range corporate objectives and plans. Develops information regarding the company's current and future external operating environment, financial performance, and organizational/operational strengths and weaknesses. Incorporates this information to facilitate executive decisions on long-range goals and planning. Tracks progress on meeting the goals.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2000.0 AND ABOVE	CEO/PRESIDENT	$ 87.0	$ 18.3	$105.3		$ 77.7	$ 97.1	$116.5
	CEO/PRESIDENT	77.6	8.6	86.2				
	EXEC. V.P.	61.0	13.0	74.0		44.3	59.0	73.8
	CEO/PRESIDENT				$ 50.8	48.1	60.1	72.0
	CEO/PRESIDENT	49.0	5.0	54.0		43.4	54.2	65.0
	NO IN POSITION: 5							
$ 6241.0	WEIGHTED GROUP AVG:	$ 68.7	$ 11.2	$ 79.9	$ 50.8			
$1999.9 AND BELOW	CEO/PRESIDENT				$ 90.0			
	CEO/PRESIDENT	$ 77.0	$ 21.8	$ 98.8				
	CEO/PRESIDENT	55.1	0.0	55.1		$ 48.6	$ 59.7	$ 70.7
	BOARD OF DIR.	52.5	0.5	53.0		38.3	47.9	57.5
	SENIOR V.P.	40.0	5.3	45.3		34.0	42.5	51.0
	NO IN POSITION: 5							
$ 1100.1	WEIGHTED GROUP AVG:	$ 56.2	$ 6.9	$ 63.1	$ 90.0			
	NO IN POSITION: 10							
$ 3670.5	POSITION AVERAGE:	$ 62.4	$ 9.1	$ 71.5	$ 70.4			



SURVEY POSITION #46 - TOP STRATEGIC PLANNING EXECUTIVE

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - WAREHOUSE MANAGER

Responsible for the efficient, economical and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation and maintenance functions at the warehouse. May be responsible for transportation.

SCOPE SQUARE FOOTAGE THOU	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
350.0	VICE PRESIDENT	$ 74.7	$ 21.4	$ 96.1		$ 61.1	$ 76.3	$ 91.6
AND ABOVE	ASST. V.P./DIR	59.2	4.6	63.8		48.8	63.3	77.8
	ASST. V.P./DIR	59.0	4.5	63.5		48.8	63.3	77.8
	DIV. V.P./MGR.				$ 58.7	48.6	60.8	72.9
	DIV. V.P./MGR.				58.6	48.6	60.8	72.9
		58.0	2.4	60.4		41.9	52.4	62.8
	VICE PRESIDENT	52.5	20.0	72.5		41.9	50.4	58.9
	DIV. V.P./MGR.				52.2	43.2	54.0	64.8
					45.1	34.5	43.2	51.8
	VICE PRESIDENT	45.0	13.1	58.1		39.8	47.9	56.0
	VICE PRESIDENT	45.0	5.9	50.9		36.7	45.0	53.3
	ASST. V.P./DIR	44.2	8.1	52.3		32.7	40.9	49.1
	VICE PRESIDENT				41.5	32.8	40.0	47.6
	VICE PRESIDENT	39.5	5.3	44.8				
	DIV. V.P./MGR.				39.0			
	VICE PRESIDENT	38.8	4.2	43.0		36.5	45.6	54.7
	VICE PRESIDENT	38.5	1.0	39.5				
					37.8	31.1	38.9	46.6
	REG. V.P./MGR.	35.4	44.9	80.3				35.4
	MANAGER				34.1	26.2		39.4
					30.0	25.0	30.0	35.0
	GROUP EXEC.				28.5	21.8	27.3	32.8
	NO IN POSITION: 48							
610.0	WEIGHTED GROUP AVG:	$ 48.0	$ 10.4	$ 58.4	$ 40.5			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - WAREHOUSE MANAGER

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
349.9 TO 200.0	ASST. V.P./DIR	$ 59.6	$ 4.7	$ 64.3		$ 48.8	$ 63.3	$ 77.8
	ASST. V.P./DIR	55.7	4.3	60.0		48.8	63.3	77.8
					$ 49.4	44.2	47.8	51.4
		47.4	2.0	49.4		39.5	49.4	59.2
		46.6	2.0	48.6		39.5	49.4	59.2
	EXEC. V.P.	45.5	4.1	49.6				
	ASST. V.P./DIR				45.0			
	VICE PRESIDENT	42.4	5.3	47.7		32.7	39.0	45.3
	ASST. V.P./DIR				39.8	36.6		58.5
					39.2	33.4	41.3	49.1
	VICE PRESIDENT				38.0	31.2	38.4	45.6
	VICE PRESIDENT				37.7	31.2	38.4	45.6
	VICE PRESIDENT				37.1	29.7	36.4	43.1
	DIV. V.P./MGR.				36.5	27.2	34.0	40.8
	VICE PRESIDENT	36.1	1.9	38.0		27.2	36.3	45.4
	DIV. V.P./MGR.				35.8	33.6	42.0	50.4
	MANAGER				35.5	36.0	43.9	51.8
	GROUP EXEC.	34.8	0.6	35.4				
	MANAGER	32.1	5.0	37.1				
	VICE PRESIDENT	28.8	0.0	28.8		24.0	28.0	32.8
	NO IN POSITION: 24							
284.1	WEIGHTED GROUP AVG:	$ 41.0	$ 2.6	$ 43.6	$ 39.4			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - WAREHOUSE MANAGER

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
199.9	ASST. V.P./DIR	$ 54.0	$ 4.1	$ 58.1		$ 48.8	$ 63.3	$ 77.8
TO	VICE PRESIDENT	51.0	12.6	63.6		38.0	45.6	53.1
100.0	VICE PRESIDENT	46.0	12.9	58.9		39.8	47.9	56.0
	VICE PRESIDENT	45.5	11.8	57.3		38.0	45.6	53.1
	ASST. V.P./DIR				$ 45.0			
	VICE PRESIDENT	42.8	5.8	48.6		32.7	39.0	45.3
	VICE PRESIDENT	40.9	0.0	40.9				
	REG. V.P./MGR.	39.0	7.0	46.0				39.0
	MANAGER				38.5	31.5		47.2
	VICE PRESIDENT				37.7	31.2	38.4	45.6
	MANAGER				37.3	31.5		47.2
	VICE PRESIDENT	37.0	0.0	37.0				
	VICE PRESIDENT				36.0		36.0	
	DIV. V.P./MGR.				33.0	27.2	34.0	40.8
	ASST. V.P./DIR	32.3	3.0	35.3				
	DIV. V.P./MGR.				32.0	27.2	34.0	40.8
	MANAGER	31.3	9.0	40.3				
	VICE PRESIDENT				30.6			
		30.4	0.0	30.4				
	VICE PRESIDENT	30.1	0.0	30.1		26.1	30.6	35.8
	DIV. V.P./MGR.				30.0	27.2	34.0	40.8
	REG. V.P./MGR.	29.9	21.9	51.8				29.9
	DIV. V.P./MGR.				29.0	27.2	34.0	40.8
	DIV. V.P./MGR.				27.5	27.2	34.0	40.8
	DIV. V.P./MGR.				27.3	27.2	34.0	40.8
	NO IN POSITION: 25							
143.7	WEIGHTED GROUP AVG:	$ 39.2	$ 6.8	$ 46.0	$ 33.7			

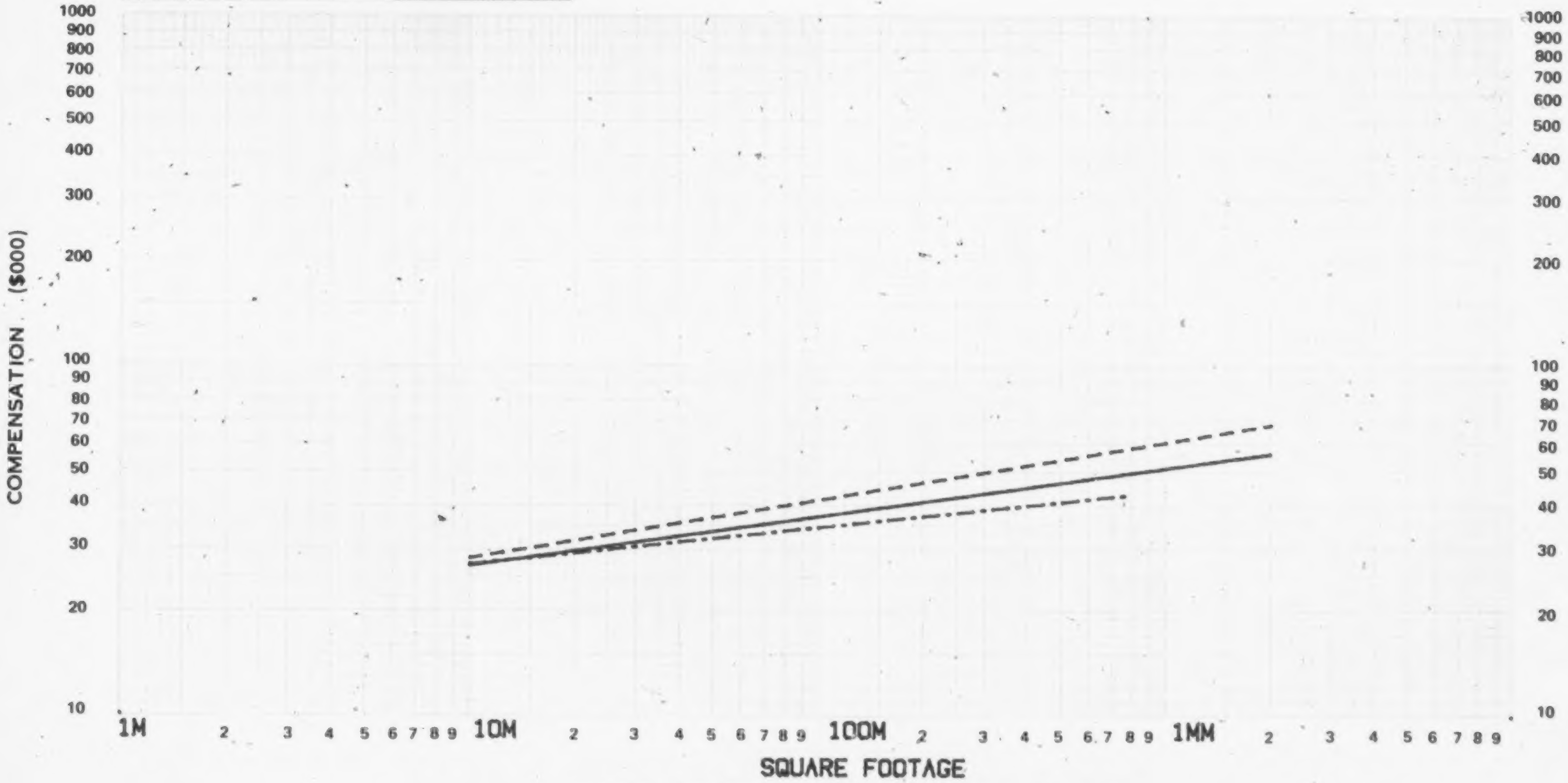
FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - WAREHOUSE MANAGER

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
99.9	REG. V.P./MGR.	$ 40.6	$ 6.9	$ 47.5				$ 40.6
TO					$ 38.6	31.6	38.9	46.3
50.0	ASST. V.P./DIR	37.4	6.8	44.2		29.8	37.3	44.7
					37.0	31.6	38.9	46.3
					35.5	29.9	36.7	43.4
	GROUP EXEC.	34.8	0.6	35.4				
	ASST. V.P./DIR	34.5	3.2	37.7				
	ASST. V.P./DIR	34.3	2.0	36.3				
	MANAGER	33.0	0.9	33.9				
	ASST. V.P./DIR	29.0	5.0	34.0		19.0	23.7	28.9
	EXEC. V.P.	28.4	1.5	29.9		25.0	29.4	33.8
	DIV. V.P./MGR.				28.0	27.2	34.0	40.8
	NO IN POSITION: 15							
68.7	WEIGHTED GROUP AVG:	$ 34.9	$ 4.3	$ 39.2	$ 34.8			
49.9	GROUP EXEC.	$ 35.9	$ 0.6	$ 36.5				
AND BELOW	EXEC. V.P.	34.1	2.3	36.4				
	EXEC. V.P.	33.3	3.0	36.3		$ 27.2	$ 32.0	$ 36.8
					$ 31.0			
	GROUP EXEC.	30.9	0.6	31.5				
	VICE PRESIDENT	28.6	2.4	31.0		27.2	36.3	45.4
	NO IN POSITION: 39							
16.9	WEIGHTED GROUP AVG:	$ 29.1	$ 2.3	$ 31.4	$ 31.0			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - WAREHOUSE MANAGER

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE REPORTED	VICE PRESIDENT	$ 46.5	$ 1.5	$ 48.0		$ 30.9	$ 45.0	$ 59.1
	MANAGER				$ 42.1	29.5	39.3	49.1
	ASST. V.P./DIR				40.0	38.0	45.0	52.0
	VICE PRESIDENT				39.6	28.6	41.6	54.6
	ASST. V.P./DIR	37.4	0.0	37.4				
	SENIOR V.P.				37.0	29.7	37.8	45.7
	VICE PRESIDENT	35.5	2.0	37.5		30.5	38.1	45.7
	SENIOR V.P.				34.6	29.7	37.8	45.7
	MANAGER				34.2	29.0	38.6	48.3
	DIV. V.P./MGR.				32.8	32.3	32.8	33.3
	VICE PRESIDENT	32.0	2.0	34.0				
	MANAGER				30.4	26.6	35.4	44.3
	MANAGER				29.7			
	MANAGER				28.5			
	MANAGER				26.9			
	SENIOR V.P.				23.5	29.7	37.8	45.7
	NO IN POSITION: 337							
	WEIGHTED GROUP AVG:	$ 35.6	$ 1.4	$ 37.0	$ 30.2			
	NO IN POSITION: 488							
274.0	POSITION AVERAGE:	$ 36.0	$ 4.3	$ 40.3	$ 31.5			

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.37	1.21
Bonus Co's Total Comp.	------	0.35	1.26
Nonbonus Co's Salary	-·-·-	0.19	1.19



SURVEY POSITION #47 - WAREHOUSE MANAGER

REGIONAL ANALYSIS

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

REGION #1 - NORTHEAST

Responsible for carrying out merchandising programs for grocery products among an assigned number of stores. Determines the type of grocery items, quality, grades and brands. Recommends retail prices on grocery items as appropriate. Coordinates the purchase of grocery products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$400.0 AND BELOW	CEO/PRESIDENT	$ 57.2	$ 5.2	$ 62.4				
	DIST.MANAGER	45.7	8.1	53.8		$ 32.7	$ 39.0	$ 45.3
	ASST. V.P./DIR				$ 37.8	28.3	36.0	43.5
	DIV. V.P./MGR.				37.5	31.2	38.4	45.6
	GROUP EXEC.	37.4	7.0	44.4		34.0	42.0	50.0
	ASST. V.P./DIR	35.7	2.5	38.2		28.9	36.1	43.4
	MANAGER	35.7	0.9	36.6				
	ASST. V.P./DIR	35.0	3.5	38.5		30.7	36.1	41.6
	VICE PRESIDENT				34.3		34.3	
	VICE PRESIDENT				33.5	32.8	40.0	47.6
					28.0	25.0	30.0	32.0
	NO IN POSITION: 18							
$ 142.4	WEIGHTED GROUP AVG:	$ 40.9	$ 4.9	$ 45.8	$ 35.5			
	NO IN POSITION: 18							
$ 142.4	POSITION AVERAGE:	$ 40.9	$ 4.9	$ 45.8	$ 35.5			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #1 - NORTHEAST

Responsible for carrying out merchandising programs for meat products (including deli) among an assigned number of stores. Determines the types of meat items, quality, grades and brands. Recommends retail prices on meat items as appropriate. Coordinates the purchase of meat products to ensure an appropriate assortment to achieve sales and profit objectives. Develops meat case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$100	VICE PRESIDENT	$ 52.5	$ 4.7	$ 57.2				
AND BELOW	VICE PRESIDENT				$ 52.0	$ 28.3	$ 36.0	$ 43.5
	DIST.MANAGER				37.2	30.1	36.4	42.6
	ASST. V.P./DIR	35.2	4.2	39.4		30.7	36.1	41.6
	ASST. V.P./DIR	35.0	8.7	43.7				
	DIV. V.P./MGR.				33.3	27.0	33.0	39.0
	VICE PRESIDENT				33.3		33.3	
	ASST. V.P./DIR	33.3	2.5	35.8		26.7	33.4	40.0
	ASST. V.P./DIR	30.4	4.0	34.4		27.2	33.2	39.4
					28.0	25.0	30.0	32.0
	NO IN POSITION: 21							
$ 36.6	WEIGHTED GROUP AVG:	$ 34.4	$ 4.1	$ 38.5	$ 35.6			
NO SCOPE REPORTED	MANAGER	$ 24.0	$ 1.8	$ 25.8		$ 19.8	$ 24.8	$ 29.7
	NO IN POSITION: 33							
$ 36.6	POSITION AVERAGE:	$ 28.7	$ 2.9	$ 31.6	$ 35.6			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #1 - NORTHEAST

Responsible for carrying out merchandising programs for produce products among an assigned number of stores. Determines the type of produce items, quality, grades and brands. Recommends retail prices on produce items as appropriate. Coordinates the purchase of produce products to ensure an appropriate assortment to achieve sales and profit objectives. Develops refrigeration case allocation and spacing programs, product promotions and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$15.0 AND ABOVE	VICE PRESIDENT	$ 50.1	$ 4.7	$ 54.8				
	DIV. V.P./MGR.	46.9	6.8	53.7		$ 39.3	$ 49.1	$ 58.9
	VICE PRESIDENT				$ 36.0	28.3	36.0	43.5
	ASST. V.P./DIR	32.4	2.5	34.9		25.7	32.1	38.6
	DIST.MANAGER				31.0	30.1	36.4	42.6
	NO IN POSITION: 19							
$ 22.0	WEIGHTED GROUP AVG:	$ 44.2	$ 5.8	$ 50.0	$ 32.3			
$14.9 AND BELOW	ASST. V.P./DIR	$ 35.2	$ 3.8	$ 39.0		$ 28.9	$ 34.0	$ 39.1
	ASST. V.P./DIR	33.0	8.2	41.2				
	DIV. V.P./MGR.				$ 32.6	27.0	33.0	39.0
	ASST. V.P./DIR	30.3	4.0	34.3		27.2	33.2	39.4
					28.0	25.0	30.0	32.0
	NO IN POSITION: 13							
$ 9.3	WEIGHTED GROUP AVG:	$ 32.1	$ 4.5	$ 36.6	$ 31.8			
NO SCOPE REPORTED	CEO/PRESIDENT				$ 38.2		$ 38.2	
	MANAGER	$ 24.8	$ 2.0	$ 26.8		19.8	24.8	29.7
	NO IN POSITION: 9							
	WEIGHTED GROUP AVG:	$ 24.8	$ 2.0	$ 26.8	$ 38.2			
	NO IN POSITION: 41							
$ 16.9	POSITION AVERAGE:	$ 36.2	$ 4.5	$ 40.7	$ 32.6			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - GROCERY BUYER

REGION #1 - NORTHEAST

Responsible for procurement and buying activities of assigned grocery products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$125.0 AND BELOW	MANAGER	$ 37.0	$ 3.9	$ 40.9		$ 29.5	$ 35.0	$ 40.6
	MANAGER	36.8	0.7	37.5		30.8	38.5	46.2
	VICE PRESIDENT	34.7	3.3	38.0				
	ASST. V.P./DIR	34.5	2.6	37.1		30.2	35.5	40.8
	VICE PRESIDENT				$ 34.2	23.9		35.8
	VICE PRESIDENT				32.5	25.6	32.4	39.2
	VICE PRESIDENT				32.0	29.7	36.4	43.1
	ASST. V.P./DIR	31.3	1.9	33.2		25.3	31.6	37.9
	MANAGER	27.5	0.7	28.2				
	VICE PRESIDENT	26.5	1.3	27.8		19.1	28.5	37.8
	NO IN POSITION: 41							
$ 64.9	WEIGHTED GROUP AVG:	$ 32.8	$ 1.9	$ 34.7	$ 33.1			
NO SCOPE REPORTED	VICE PRESIDENT				$ 33.3		$ 33.3	
	MANAGER				32.5	27.0	33.0	39.0
	MANAGER	$ 28.3	$ 1.8	$ 30.1		23.4	29.2	35.0
	ASST. V.P./DIR	28.0	4.7	32.7		21.3	26.6	32.7
	NO IN POSITION: 12							
	WEIGHTED GROUP AVG:	$ 28.2	$ 2.5	$ 30.7	$ 32.8			
	NO IN POSITION: 53							
$ 64.9	POSITION AVERAGE:	$ 31.6	$ 2.1	$ 33.7	$ 33.0			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - MEAT BUYER

REGION #1 - NORTHEAST

Responsible for the procurement and buying activities of assigned meat products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for the size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$100 AND BELOW	MANAGER	$ 41.9	$ 0.0	$ 41.9		$ 30.8	$ 38.5	$ 46.2
	VICE PRESIDENT	40.1	3.8	43.9				
	VICE PRESIDENT				$ 35.8	25.6	32.4	39.2
	MANAGER	35.3	4.0	39.3		29.5	35.0	40.6
	VICE PRESIDENT	35.0	1.9	36.9		28.2	35.3	42.3
	ASST. V.P./DIR				35.0	29.7	36.4	43.1
	VICE PRESIDENT				33.5	23.9		35.8
	VICE PRESIDENT	27.7	1.7	29.4		21.8	26.9	31.9
	NO IN POSITION: 15							
$ 51.2	WEIGHTED GROUP AVG:	$ 35.7	$ 2.4	$ 38.1	$ 34.7			
NO SCOPE REPORTED	MANAGER				$ 37.3	$ 27.0	$ 33.0	$ 39.0
	VICE PRESIDENT				35.8		35.8	
	MANAGER	$ 27.5	$ 1.5	$ 29.0		23.4	29.2	35.0
	NO IN POSITION: 7							
	WEIGHTED GROUP AVG:	$ 27.5	$ 1.5	$ 29.0	$ 36.8			
	NO IN POSITION: 22							
$ 51.2	POSITION AVERAGE:	$ 32.9	$ 2.1	$ 35.0	$ 35.3			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - PRODUCE BUYER

REGION #1 - NORTHEAST

Responsible for the procurement and buying activities of assigned produce products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$50.0 AND BELOW	MANAGER	$ 40.5	$ 3.2	$ 43.7		$ 29.5	$ 36.3	$ 43.0
	MANAGER	39.6	0.8	40.4		30.8	38.5	46.2
	VICE PRESIDENT	35.6	3.3	38.9				
	VICE PRESIDENT				$ 34.0	29.7	36.4	43.1
	DIV. V.P./MGR.	33.8	1.9	35.7		28.2	35.3	42.3
	VICE PRESIDENT				31.8	25.6	32.4	39.2
	VICE PRESIDENT				30.4	23.9		35.8
	ASST. V.P./DIR	28.0	1.5	29.5		19.1	22.7	26.3
	NO IN POSITION: 16							
$ 23.9	WEIGHTED GROUP AVG:	$ 36.8	$ 1.9	$ 38.7	$ 31.3			
NO SCOPE REPORTED	MANAGER				$ 33.8	$ 27.0	$ 33.0	$ 39.0
	VICE PRESIDENT	$ 28.8	$ 1.8	$ 30.6		23.4	29.2	35.0
	NO IN POSITION: 6							
	WEIGHTED GROUP AVG:	$ 28.8	$ 1.8	$ 30.6	$ 33.8			
	NO IN POSITION: 22							
$ 23.9	POSITION AVERAGE:	$ 34.3	$ 1.9	$ 36.2	$ 31.9			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 41 - DISTRICT MANAGER

REGION #1 - NORTHEAST

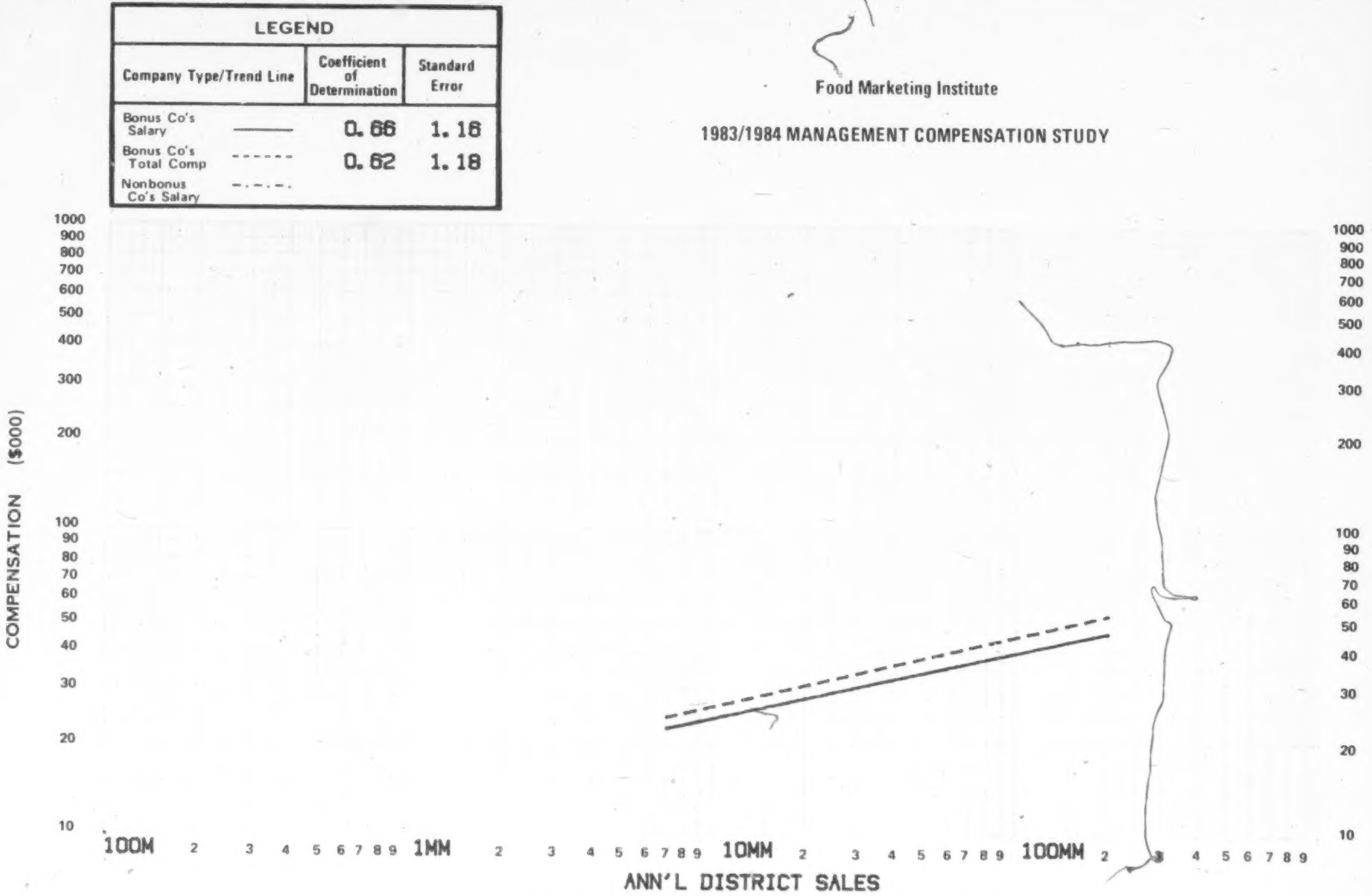
Responsible for managing the entire activity of an individual retail food store. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems.

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES. SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$100.0	DIV. V.P./MGR.	$ 71.6	$ 11.9	$ 83.5		$ 63.7	$ 79.7	$ 95.6
AND ABOVE	VICE PRESIDENT	52.7	11.8	64.5		39.8	47.9	56.0
	VICE PRESIDENT	47.6	9.5	57.1		31.8	39.7	49.7
	VICE PRESIDENT	45.2	3.8	49.0		35.5	45.1	54.7
	VICE PRESIDENT				$ 45.0	25.0	35.0	45.0
	DIV. V.P./MGR.	43.3	6.5	49.8		36.6	45.2	53.8
	GROUP EXEC.	43.0	15.5	58.5		42.0	52.0	63.0
	VICE PRESIDENT	41.1	0.0	41.1		33.2		53.2
	ASST. V.P./DIR	39.2	4.2	43.4		34.0	42.5	51.0
	REG. V.P./MGR.	36.0	5.9	41.9		32.8	40.0	47.6
	REG. V.P./MGR.	34.0	3.5	37.5		32.8	40.0	47.6
	VICE PRESIDENT				28.0	25.0	30.0	35.0
	VICE PRESIDENT				28.0	25.0	30.0	35.0
	NO IN POSITION: 41							
$ 209.8	WEIGHTED GROUP AVG:	$ 46.0	$ 5.8	$ 51.8	$ 33.7			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 41 - DISTRICT MANAGER

REGION #1 - NORTHEAST

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$99.9		$ 45.5	$ 0.0	$ 45.5				
AND BELOW	VICE PRESIDENT	41.0	0.0	41.0		$ 33.2		$ 53.2
	SENIOR V.P.	38.0	7.6	45.6				
	ASST. V.P./DIR	37.4	4.2	41.6		34.0	42.5	51.0
	REG. V.P./MGR.	37.2	5.7	42.9		32.8	40.0	47.6
	REG. V.P./MGR.	36.2	5.4	41.6		32.8	40.0	47.6
	REG. V.P./MGR.	34.0	5.4	39.4		32.8	40.0	47.6
	VICE PRESIDENT				$ 34.0		34.0	
	VICE PRESIDENT				34.0		34.0	
	VICE PRESIDENT				34.0		34.0	
	REG. V.P./MGR.	33.6	3.5	37.1		32.8	40.0	47.6
	VICE PRESIDENT	32.0	2.6	34.6		23.4	29.2	35.0
	DIV. V.P./MGR.	19.8	2.0	21.8		15.1	21.6	23.8
	NO IN POSITION: 33							
$ 49.0	WEIGHTED GROUP AVG:	$ 32.3	$ 3.8	$ 36.1	$ 34.0			
NO SCOPE		$ 47.5	$ 0.0	$ 47.5				
REPORTED		47.5	0.0	47.5				
	NO IN POSITION: 4							
	WEIGHTED GROUP AVG:	$ 47.5	$ 0.0	$ 47.5				
	NO IN POSITION: 78							
$ 138.1	POSITION AVERAGE:	$ 40.4	$ 4.6	$ 45.0	$ 33.8			



Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.66	1.16
Bonus Co's Total Comp	------	0.62	1.18
Nonbonus Co's Salary	-.-.-.		

SURVEY POSITION #41 - DISTRICT MANAGER

REGION #1 - NORTHEAST

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$200.0	$ 42.1	$ 8.0	$ 50.1		$ 29.5	$ 37.4	$ 45.3	5.0		45.0	10.0	200	B
AND ABOVE	42.0	4.3	46.3		39.7	49.7	59.6		2.0	46.0	26.0	B	A
	38.8	5.8	44.6		29.5	37.4	45.3	5.0		45.0	10.0	200	B
	36.5	7.7	44.2		35.1	36.5	38.5	5.0		47.0	14.0	185	
	36.1	9.2	45.3		33.8	36.0	40.3	5.0		47.0	14.0	185	
	35.4	3.6	39.0		31.2	38.4	45.6						
				$ 35.4	28.6		43.0	5.0	1.0	47.0		172	A
	34.3	1.3	35.6		29.9	32.5	35.1	5.0	2.0	50.0	24.0	150	150
	34.2	5.0	39.2		28.3	35.4	42.5	5.0	1.0	48.0	24.0	E	E
				33.0		33.0		5.0	2.0	45.0	12.0	160	160
				33.0	23.8		35.8	5.0	1.0	47.0		172	A
	30.7	1.1	31.8		23.9	29.9	35.9	5.0	1.0	48.0	24.0	E	E
	30.3	5.9	36.2		27.2	33.2	39.4	5.0	1.0	50.0	2.0	A	A
	30.0	6.9	36.9		27.2	33.2	39.4	5.0	1.0	50.0	2.0	A	A
				30.0	25.0	30.0	35.0	5.0	2.0	40.0	13.0	125	D
	28.4	1.3	29.7		22.9	30.4	37.8	5.0	2.0	45.0	20.0	140	140
	27.0	4.0	31.0					5.0		40.0			
	26.8	6.2	33.0		21.3	26.6	32.7	5.0	2.0	43.0	17.0	145	145
NO. IN POS: 359													
$ 322.0	WT'D AVG: $ 37.4	$ 4.3	$ 41.7	$ 33.5									

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$199.9	$ 39.6	$ 6.7	$ 46.3		$ 37.9	$ 38.5	$ 41.3	5.0		47.0	14.0	185	
TO	38.0	12.0	50.0					5.0	2.0	50.0	17.0	150	A
$125.0	37.5	12.0	49.5					5.0	2.0	50.0	17.0	150	A
	35.7	4.0	39.7		29.5	37.4	45.3	5.0		45.0	10.0	200	B
	35.0	6.0	41.0		29.9	35.0	40.5	5.0		47.0	14.0	185	
	33.0	1.0	34.0		28.6	30.9	33.0	5.0	2.0	50.0	24.0	150	150
				$ 31.5	23.8		35.8	5.0	1.0	47.0		172	A
	31.3	0.8	32.1		28.6	30.9	33.0	5.0	2.0	50.0	24.0	150	150
				30.0	25.0	30.0	35.0	5.0	2.0	40.0	13.0	125	D
				30.0	23.8		35.8	5.0	1.0	47.0		172	A
				30.0	25.0	30.0	35.0	5.0	2.0	40.0	13.0	125	D
	29.4	1.8	31.2		23.9	29.9	35.9	5.0	1.0	48.0	24.0	E	E
	29.2	4.7	33.9		27.2	33.2	39.4	5.0	1.0	50.0	2.0	A	A
	29.1	1.9	31.0					5.0		40.0			
	28.8	5.9	34.7		27.2	33.2	39.4	5.0	1.0	50.0	2.0	A	A
	28.0	4.3	32.3		27.2	33.2	39.4	5.0	1.0	50.0	2.0	A	A
	26.9	1.8	28.7		22.9	30.4	37.8	5.0	2.0	45.0	20.0	140	140
	26.7	2.3	29.0		21.3	26.6	32.7	5.0	2.0	43.0	17.0	145	145
	26.2	2.8	29.0		19.0	23.7	28.9	5.0	2.0	43.0	17.0	145	145
	24.9	3.0	27.9					5.0		40.0			
NO. IN POS: 214													
$ 155.9 WT'D AVG:	$ 30.5	$ 2.7	$ 33.2	$ 30.8									

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$124.9 TO $75.0	$ 35.5	$ 4.1	$ 39.6		$ 29.5	$ 35.0	$ 40.6	5.0		45.0	10.0	200	B
	35.2	2.0	37.2		28.0	34.3	40.6	5.0		45.0	10.0	200	B
	32.6	12.0	44.6					5.0	2.0	50.0	26.0	150	A
	31.6	10.4	42.0					5.0	2.0	50.0	17.0	150	A
	30.7	1.0	31.7		27.3	29.4	31.5	5.0	2.0	50.0	24.0	150	150
				$ 30.0	25.0	30.0	35.0	5.0	2.0	40.0	13.0	125	D
	28.9	2.8	31.7		27.2	33.2	39.4	5.0	1.0	50.0	2.0	A	A
	28.1	1.9	30.0		24.5	30.1	35.5	5.0	1.0	50.0	2.0	A	A
	27.5	0.5	28.0		21.8	26.9	31.9	5.0	2.0	45.0	20.0	112	112
	27.5	1.0	28.5		22.7	28.3	34.0	5.0	1.0	48.0	24.0	E	E
	26.9	2.9	29.8		24.5	30.1	35.5	5.0	1.0	50.0	2.0	A	A
	26.2	0.8	27.0		22.7	28.3	34.0	5.0	1.0	48.0	24.0	E	E
	26.2	1.2	27.4		22.9	30.4	37.8	5.0	2.0	45.0	20.0	112	112
	24.8	3.0	27.8					5.0		40.0			
NO. IN POS: 102													
$ 108.5 WT'D AVG:	$ 29.0	$ 2.9	$ 31.9	$ 30.0									
$74.9 AND BELOW	$ 31.3	$ 11.7	$ 43.0					5.0	2.0	50.0	26.0	150	A
	29.2	0.3	29.5		$ 27.3	$ 29.4	$ 31.5	5.0	2.0	50.0	24.0	150	150
	27.4	2.5	29.9		24.5	30.1	35.5	5.0	1.0	50.0	2.0	A	A
	25.9	2.1	28.0					5.0	1.0	45.0	12.0	150	D
	25.7	0.3	26.0		19.1	22.7	26.3	5.0	2.0	45.0	20.0	112	112
	25.0	0.6	25.6		20.7	24.7	28.7	5.0	2.0	45.0	20.0	140	140
	24.9	1.1	26.0		22.4	27.4	32.5	5.0	1.0	50.0	2.0	A	A
	24.4	3.0	27.4					5.0		40.0			
	24.3	1.9	26.2		24.5	30.1	35.5	5.0	1.0	50.0	2.0	A	A
NO. IN POS: 113													
$ 69.5 WT'D AVG:	$ 26.1	$ 2.2	$ 28.3										

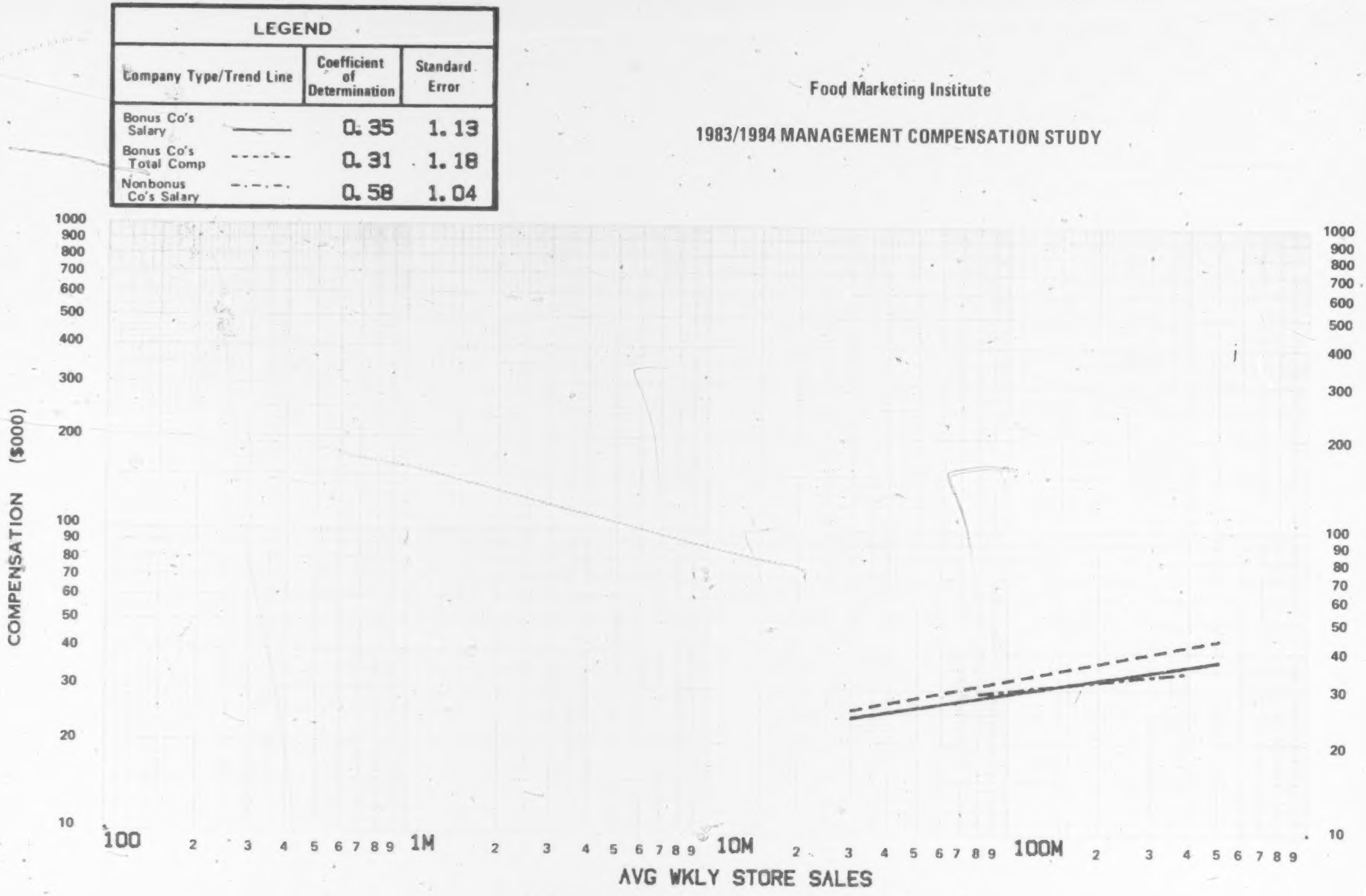
FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE REPORTED	$ 35.4	$ 3.6	$ 39.0		$ 31.2	$ 38.4	$ 45.6						
	34.3	0.7	35.0		32.5	37.2	41.9	5.0	2.0	50.0	24.0	150	150
	32.7	17.7	50.4		28.7	37.4	46.1	5.0	1.0	50.0		250	
	31.3	5.0	36.3					5.0		40.0			
	30.7	7.3	38.0		24.3	30.4	37.7	5.0	2.0	43.0	17.0	145	145
	27.0	0.1	27.1		27.3	29.4	31.5	5.0	2.0	50.0	24.0	150	150
NO. IN POS: 72 WT'D AVG:	$ 33.4	$ 9.5	$ 42.9										
NO. IN POS: 860 $ 213.1 POSITION AVG:	$ 32.3	$ 3.9	$ 36.2	$ 32.8									

Food Marketing Institute

1983/1984 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #42 - STORE MANAGER

REGION #1 - NORTHEAST

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	 # NTS.	 # HRS.	 # SUN.	 SUN. PAY	 HOL. PAY
$200.0				$ 33.5				5.0	4.0	40.0		E	E
AND ABOVE	$ 31.8	$ 2.9	$ 34.7		$ 29.6	$ 37.0	$ 44.3	5.0	2.0	46.0	26.0	B	A
	30.0	3.1	33.1		23.4	28.5	33.7						
				27.6	29.1	30.2	31.2	5.0	2.0	45.0	20.0	150	150
				26.7	23.7	28.2	32.8		5.0	45.0	35.0	160	B
				26.3	31.2	33.8	36.4	5.0	2.0	45.0	20.0	150	150
				26.2	20.2		29.3	5.0	4.0	47.0		140	A
				26.1	23.7	28.2	32.8		5.0	45.0	35.0	160	B
	25.7	2.5	28.2		24.7	26.7	28.6	5.0	1.0	45.0	28.0	E	E
				25.4	22.4	27.4	32.5	5.0	1.0	50.0	2.0	A	A
				25.4	20.2		29.3	5.0	4.0	47.0		140	A
	24.9	1.7	26.6		23.6	25.2	26.8	5.0	1.0	45.0	28.0	E	E
	23.0	0.0	23.0		16.7	20.9	25.3	5.0	2.0	43.0	17.0	145	145
				23.0	20.0	23.0	26.0	5.0	3.0	40.0	26.0	125	D
				22.8	22.4	27.4	32.5	5.0	1.0	50.0	2.0	A	A
	22.6	0.8	23.4		21.8	26.9	31.9	5.0	2.0	45.0	20.0	140	140
	18.5	2.5	21.0					5.0		40.0			
NO. IN POS: 395													
$ 259.4 WT'D AVG:	$ 29.2	$ 2.3	$ 31.5	$ 26.2									

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$199.9				$ 28.6	$ 20.2		$ 29.3	5.0	4.0	47.0		140	A
TO				27.5	29.1	30.2	31.2	5.0	2.0	45.0	20.0	150	150
$100.0				27.1	28.1	29.1	30.2	5.0	2.0	45.0	20.0	150	150
				26.8	23.7	28.2	32.8		5.0	45.0	35.0	160	B
				25.8	22.4	27.4	32.5	5.0	1.0	50.0	2.0	A	A
				25.4	22.4	27.4	32.5	5.0	1.0	50.0	2.0	A	A
				25.3	23.7	28.2	32.8		5.0	45.0	35.0	160	B
	$ 24.6	$ 1.0	$ 25.6		23.6	25.2	26.8	5.0	1.0	45.0	28.0	E	E
	24.4	0.6	25.0		23.4	24.6	25.7	5.0	1.0	45.0	28.0	E	E
				23.0	20.0	23.0	26.0	5.0	3.0	40.0	26.0	125	D
				23.0	20.0	23.0	26.0	5.0	3.0	40.0	26.0	125	D
	22.7	0.6	23.3		21.8	26.9	31.9	5.0	2.0	45.0	20.0	112	112
	22.6	1.0	23.6		21.8	26.9	31.9	5.0	2.0	45.0	20.0	140	140
				22.4	22.4	27.4	32.5	5.0	1.0	50.0	2.0	A	A
				22.0	22.4	27.4	32.5	5.0	1.0	50.0	2.0	A	A
	21.8	7.0	28.8					5.0	3.0	45.0	17.0	F	E
	21.8	7.0	28.8					5.0	3.0	45.0	17.0	F	E
	21.8	7.0	28.8					5.0	3.0	45.0	17.0	F	E
	20.4	2.5	22.9					5.0		40.0			
	18.7	2.5	21.2					5.0		40.0			
NO. IN POS: 234													
$ 148.1 WT'D AVG:	$ 22.1	$ 2.3	$ 24.4	$ 26.1									

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                                FOOD MARKETING INSTITUTE
                          1983-1984 MANAGEMENT COMPENSATION STUDY
                          SURVEY POSITION 43 - ASSISTANT/CO-STORE
                                            MANAGER
                                REGION #1 - NORTHEAST

      SCOPE            BONUS COMPANIES          NONBONUS     SALARY   RANGE         WORK SCHEDULE/PAY PRACTICES
AVG WKLY STORE SALES                    TOTAL   COMPANIES ----------------------  #    #    #     #   SUN.HOL.
     ($THOU)          SALARY  BONUS     COMP    SALARY     MIN     MID      MAX  DYS.NTS.HRS.  SUN. PAY PAY
-------------------- ------  ------  ------   --------- ------  ------   ------ -------------------------------
      $99.9                                   $ 28.3    $ 26.0  $ 27.0  $ 28.1 5.0 2.0 45.0 20.0 150 150
    AND BELOW                                   26.0      27.0    28.1    29.1 5.0 2.0 45.0 20.0 150 150
                                                25.1      22.4    27.4    32.5 5.0 1.0 50.0  2.0   A   A
                                                25.1      22.4    27.4    32.5 5.0 1.0 50.0  2.0   A   A
                                                24.3      26.0    27.0    28.1 5.0 2.0 45.0 20.0 150 150
                     $ 23.4  $  0.2  $ 23.6               23.4    24.6    25.7 5.0 1.0 45.0 28.0   E   E
                                                23.0      20.0    23.0    26.0 5.0 3.0 40.0 26.0 125   D
                       22.6     0.4    23.0               18.1    20.8    23.4 5.0 2.0 45.0 20.0 140 140
                       22.5     0.1    22.6               17.0    19.6    22.2 5.0 2.0 45.0 20.0 112 112
                       22.4     0.9    23.3               19.1    22.7    26.3 5.0 2.0 45.0 20.0 112 112
                       22.4     0.3    22.7               19.1    22.7    26.3 5.0 2.0 45.0 20.0 112 112
                                                22.1                           5.0     40.0          E   E
                       21.8     8.5    30.3                                    5.0 3.0 45.0 26.0   F   E
                       21.8     8.5    30.3                                    5.0 3.0 45.0 26.0   F   E
                                                21.4      20.4    24.8    29.6 5.0 1.0 50.0  2.0   A   A
                       20.9     2.5    23.4                                    5.0     40.0
                                                20.4      20.4    24.8    29.6 5.0 1.0 50.0  2.0   A   A
                                                20.2      20.4    24.8    29.6 5.0 1.0 50.0  2.0   A   A
                       18.5     2.5    21.0                                    5.0     40.0
                     ------  ------  ------   ------
    NO. IN POS:  157
              WT'D
  $   74.4    AVG: $ 21.9  $  3.3  $ 25.2   $ 22.7
-------------------------------------------------------------------------------------------------------------
    NO SCOPE                                  $ 33.5                           5.0 4.0 40.0          E   E
    REPORTED         $ 30.0  $  3.1  $ 33.1             $ 23.4  $ 28.5  $ 33.7
                       26.7     1.1    27.8               24.5    31.3    38.1 5.0 2.0 45.0      250
                       20.6     3.0    23.6                                    5.0     40.0
                     ------  ------  ------   ------
    NO. IN POS:   63
              WT'D
              AVG: $ 27.9  $  2.1  $ 30.0   $ 33.5
-------------------------------------------------------------------------------------------------------------
    NO. IN POS:  849
           POSITION
  $  189.3    AVG: $ 27.2  $  2.3  $ 29.5   $ 25.1
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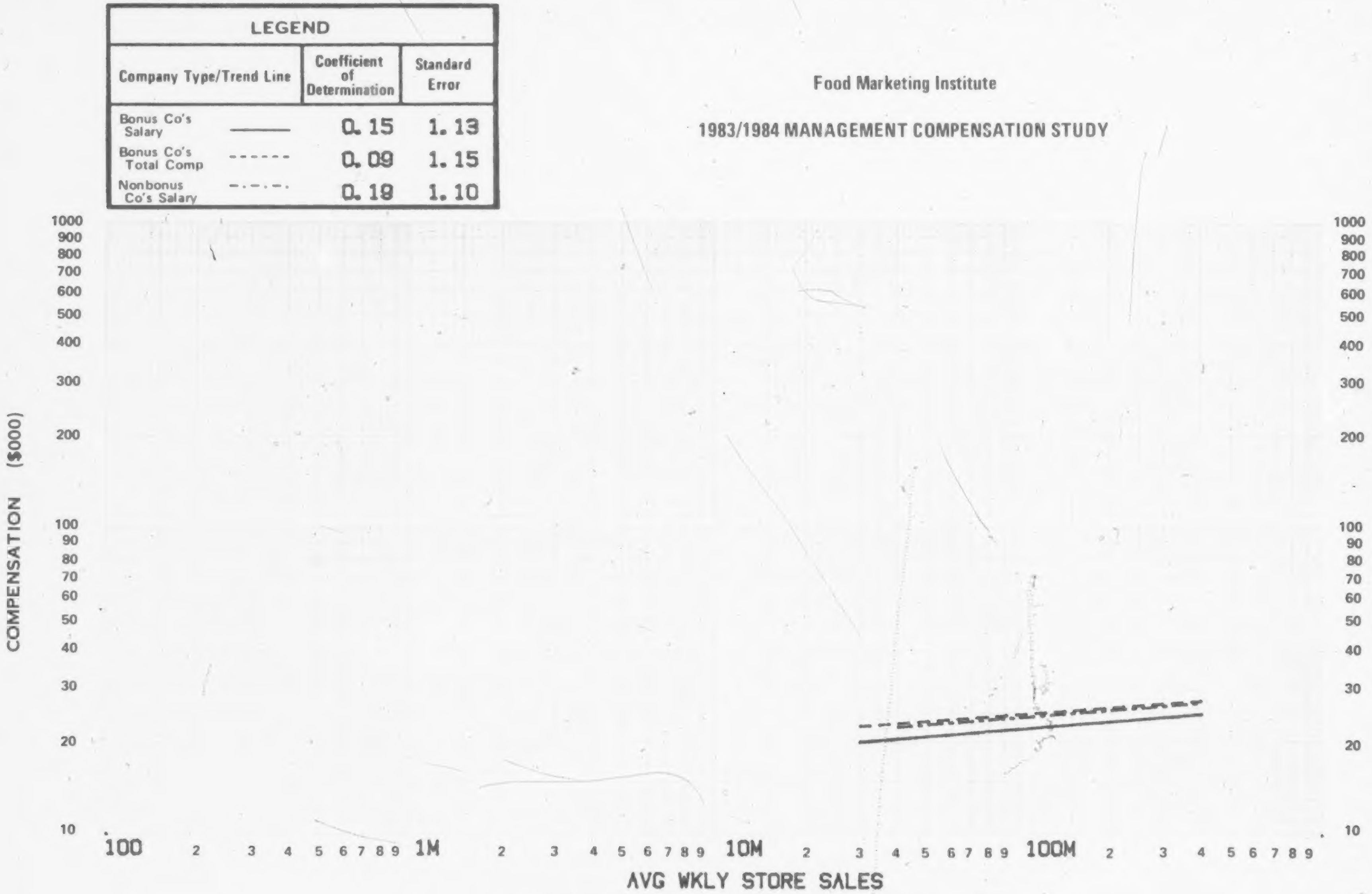


SURVEY POSITION #43 - ASSISTANT/CO-STORE MANAGER

REGION #1 - NORTHEAST

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER
REGION #1 - NORTHEAST

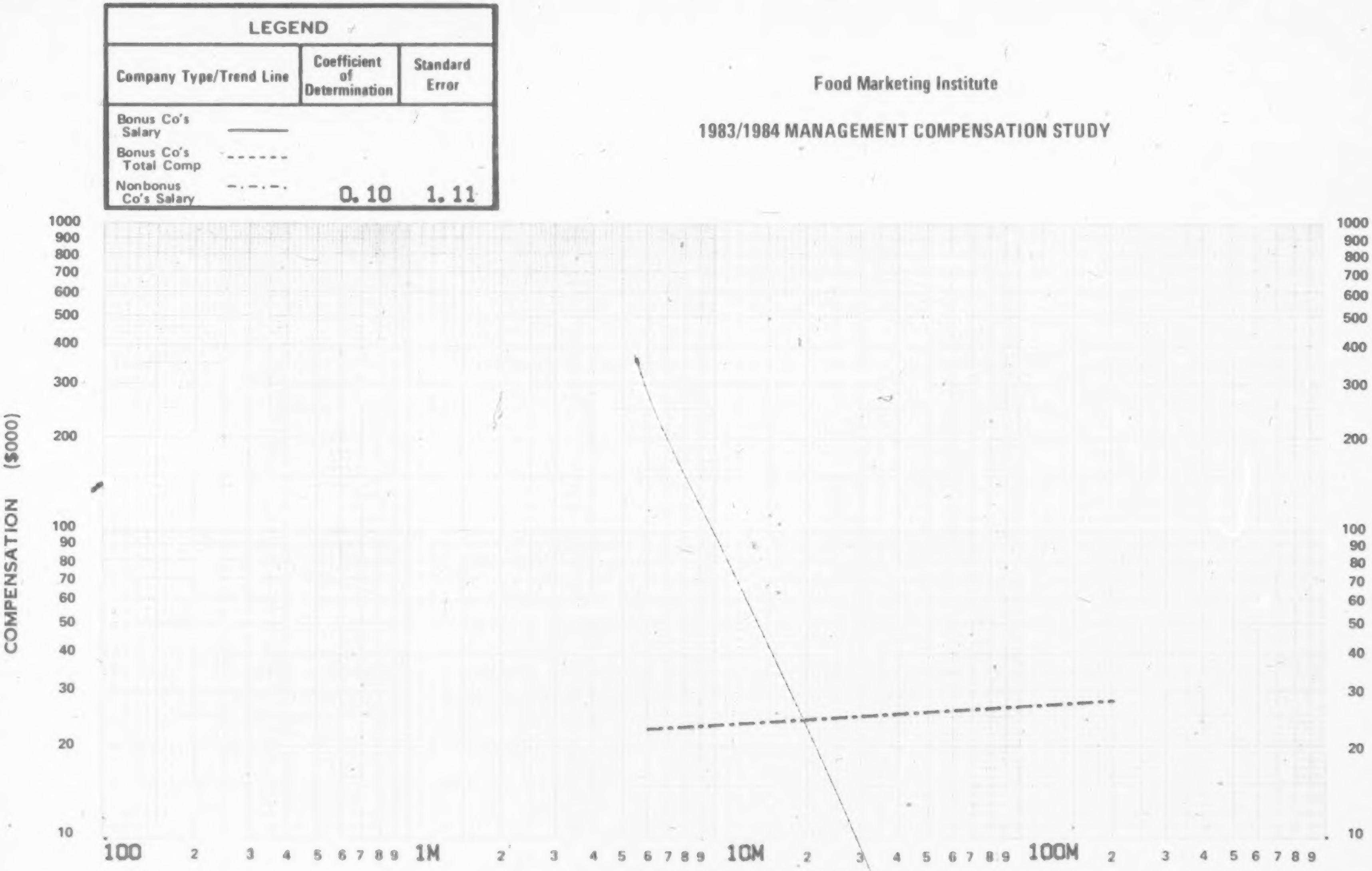
SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$50.0				$ 28.8			$ 28.8	5.0	1.0	40.0	18.0	E	F
AND ABOVE				28.2									
	$ 28.1	$ 1.8	$ 29.9		26.5	28.4	30.2	5.0	1.0	45.0	26.0	E	E
				28.0			28.0	5.0	1.0	40.0			
				27.7				5.0	1.0	40.0		F	F
				27.7				5.0	1.0	40.0		F	F
	27.4	14.6	42.0					5.0		44.0	18.0	2.5	2.5
	27.0	1.6	28.6		26.5	28.4	30.2	5.0	1.0	45.0	26.0	E	E
	26.4	0.3	26.7		26.0	27.3	28.6	5.0	1.0	45.0	26.0	E	E
				24.2				5.0	2.0	40.0	4.0	F	F
				22.3				5.0		40.0		E	E
NO. IN POS: 163													
$ 78.7 WT'D AVG:	$ 26.8	$ 1.9	$ 28.7	$ 27.8									

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER
REGION #1 - NORTHEAST

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$49.9				$ 31.0		$ 31.0		5.0	1.0	43.0	12.0	120	120
TO				28.8			28.8	5.0	1.0	40.0	18.0	E	F
$30.0				28.4			28.4	5.0	1.0	40.0	18.0	E	F
	$ 28.1	$ 4.7	$ 32.8					5.0		42.0	12.0	F	E
	28.1	4.7	32.8					5.0		42.0	12.0	F	E
				28.0			28.0	5.0	1.0	40.0			
				28.0			28.0	5.0	1.0	40.0			
				27.7				5.0	1.0	40.0		F	F
				27.7				5.0	1.0	40.0		F	F
	27.4	10.7	38.1					5.0		44.0	18.0	2.5	2.5
				27.0				5.0		40.0		E	
	25.9	0.2	26.1		26.0	27.3	28.6	5.0	1.0	45.0	26.0	E	E
	24.7	0.0	24.7		23.4		24.7	5.0	2.0	43.0			
				24.2				5.0	2.0	40.0	4.0	F	F
				24.2				5.0	2.0	40.0	4.0	F	F
				23.9	21.4	22.6	23.9	5.0	2.0	40.0		O	O
				22.4				5.0	2.0	40.0	4.0	F	F
				22.3				5.0		40.0		E	E
				22.0	20.0	21.0	22.0	5.0	2.0	40.0	1.0	E	D
				22.0	20.0	21.0	22.0	5.0	2.0	40.0	1.0	E	D
				21.1				5.0		40.0		E	E
NO. IN POS: 297													
$ 36.7 WT'D AVG:	$ [illegible]	$ 1.6	$ 27.2	$ 27.1									

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER
REGION #1 - NORTHEAST

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$29.9	$ 28.1	$ 4.7	$ 32.8					5.0		42.0	12.0	F	E
AND BELOW	28.1	4.7	32.8					5.0		42.0	12.0	F	E
	28.1	4.7	32.8					5.0		42.0	12.0	F	E
				$ 28.1			$ 28.1	5.0	1.0	40.0	18.0	E	F
				28.0			28.0	5.0	1.0	40.0			
				28.0			28.0	5.0	1.0	40.0			
				27.6			27.6	5.0	1.0	40.0	18.0	E	F
	27.4	7.5	34.9					5.0		44.0	18.0	2.5	2.5
	24.9	0.5	25.4		24.9	25.4	28.1	5.0	1.0	45.0	26.0	E	E
				23.9				5.0	2.0	40.0	4.0	F	F
				23.9				5.0	2.0	40.0	4.0	F	F
				23.8	21.4	22.6	23.9	5.0	2.0	40.0			
				23.6	21.4	22.6	23.9	5.0	2.0	40.0			
				23.1				5.0	1.0	45.0	26.0	E	E
				22.7	21.4	22.6	23.9	5.0	2.0	40.0			
				22.4				5.0	2.0	40.0	4.0	F	F
				22.4				5.0	2.0	40.0	4.0	F	F
				22.4				5.0	2.0	40.0	4.0	F	F
				22.0	20.0	21.0	22.0	5.0	2.0	40.0	1.0	E	D
				21.2				5.0		40.0		E	E
NO. IN POS: 284													
$ 17.4 WT'D AVG:	$ 27.2	$ 4.5	$ 31.7	$ 24.4									
NO SCOPE				$ 22.0	$ 20.0	$ 21.0	$ 22.0	5.0	2.0	40.0	1.0	E	D
REPORTED				20.4				5.0		40.0		E	E
NO. IN POS: 3													
WT'D AVG:				$ 20.9									
NO. IN POS: 747													
$ 38.6 POSITION AVG:	$ 26.3	$ 2.2	$ 28.5	$ 26.1									



SURVEY POSITION #44 - MEAT DEPARTMENT MANAGER

REGION #1 - NORTHEAST

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for grocery products among an assigned number of stores. Determines the type of grocery items, quality, grades and brands. Recommends retail prices on grocery items as appropriate. Coordinates the purchase of grocery products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$350.0 AND BELOW	DIV. V.P./MGR.	$ 45.0	$ 0.0	$ 45.0		$ 38.9	$ 47.2	$ 55.5
	VICE PRESIDENT	44.8	7.5	52.3		32.7	39.0	45.3
	VICE PRESIDENT	41.0	3.6	44.6				
	SENIOR V.P.	40.0	5.0	45.0		38.0	45.0	52.0
	VICE PRESIDENT	38.0	10.0	48.0				
	EXEC. V.P.	33.8	8.6	42.4				
	DIV. V.P./MGR.				$ 31.5			
	ASST. V.P./DIR				30.9			
	CEO/PRESIDENT	28.0	2.5	30.5				
	NO IN POSITION: 16							
$ 189.1	WEIGHTED GROUP AVG:	$ 40.9	$ 6.1	$ 47.0	$ 31.0			
NO SCOPE REPORTED	DIV. V.P./MGR.	$ 51.4	$ 5.3	$ 56.7		$ 44.6	$ 55.7	$ 66.8
	DIV. V.P./MGR.				$ 42.9	20.0	29.2	38.3
	MANAGER	36.0	0.0	36.0		23.3	30.2	37.0
	NO IN POSITION: 12							
	WEIGHTED GROUP AVG:	$ 46.8	$ 3.7	$ 50.5	$ 42.9			
	NO IN POSITION: 28							
$ 189.1	POSITION AVERAGE:	$ 43.7	$ 5.0	$ 48.7	$ 34.4			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for meat products (including deli) among an assigned number of stores. Determines the types of meat items, quality, grades and brands. Recommends retail prices on meat items as appropriate. Coordinates the purchase of meat products to ensure an appropriate assortment to achieve sales and profit objectives. Develops meat case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$125.0	SENIOR V.P.	$ 51.5	$ 7.5	$ 59.0		$ 49.0	$ 56.0	$ 63.0
AND BELOW	VICE PRESIDENT				$ 42.9			
	VICE PRESIDENT	42.7	7.3	50.0		32.7	39.0	45.3
	DIV. V.P./MGR.	40.0	0.0	40.0		38.9	47.2	55.5
	VICE PRESIDENT	39.4	12.6	52.0				
	MANAGER				34.5	33.8	41.2	48.6
	EXEC. V.P.	34.3	4.7	39.0				
	DIV. V.P./MGR.				33.6			
	MANAGER	27.8	2.6	30.4		27.0		28.5
	ASST. V.P./DIR				27.5			
					24.0			
	NO IN POSITION: 22							
$ 48.8	WEIGHTED GROUP AVG:	$ 40.3	$ 6.4	$ 46.7	$ 34.3			
NO SCOPE	VICE PRESIDENT	$ 48.6	$ 5.8	$ 54.4		$ 44.6	$ 55.7	$ 66.8
REPORTED	DIV. V.P./MGR.				$ 36.5	24.1	35.1	46.0
	MANAGER	33.9	0.0	33.9		23.3	30.2	37.0
	NO IN POSITION: 12							
	WEIGHTED GROUP AVG:	$ 44.2	$ 4.1	$ 48.3	$ 36.5			
	NO IN POSITION: 34							
$ 48.8	POSITION AVERAGE:	$ 41.9	$ 5.4	$ 47.3	$ 34.8			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for produce products among an assigned number of stores. Determines the type of produce items, quality, grades and brands. Recommends retail prices on produce items as appropriate. Coordinates the purchase of produce products to ensure an appropriate assortment to achieve sales and profit objectives. Develops refrigeration case allocation and spacing programs, product promotions and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$50.0 AND BELOW	ASST. V.P./DIR				$ 48.0	$ 46.0	$ 53.0	$ 60.0
	DIV. V.P./MGR.	$ 47.4	$ 0.0	$ 47.4		38.9	47.2	55.5
	EXEC. V.P.	40.0	6.2	46.2				
	VICE PRESIDENT	40.0	8.5	48.5				
	VICE PRESIDENT				37.4			
	VICE PRESIDENT	34.5	2.8	37.3		28.0	33.2	38.4
	DIV. V.P./MGR.				28.8			
	ASST. V.P./DIR				26.9			
	MANAGER	26.8	1.3	28.1				
					20.0			
	NO IN POSITION: 19							
$ 21.7	WEIGHTED GROUP AVG:	$ 35.1	$ 3.0	$ 38.1	$ 32.2			
NO SCOPE REPORTED	DIV. V.P./MGR.	$ 50.1	$ 5.3	$ 55.4		$ 44.6	$ 55.7	$ 66.8
	DIV. V.P./MGR.				$ 41.2	24.1	35.1	46.0
	MANAGER	34.0	0.0	34.0		23.3	30.2	37.0
—	NO IN POSITION: 12							
	WEIGHTED GROUP AVG:	$ 45.3	$ 3.7	$ 49.0	$ 41.2			
	NO IN POSITION: 31							
$ 21.7	POSITION AVERAGE:	$ 39.3	$ 3.4	$ 42.7	$ 34.8			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - GROCERY BUYER

REGION #2 - N. E. CENTRAL

Responsible for procurement and buying activities of assigned grocery products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$225.0 AND BELOW	MANAGER	$ 38.0	$ 2.7	$ 40.7		$ 29.5	$ 35.0	$ 40.6
		33.6	6.8	40.4				
	GROUP EXEC.				$ 32.9	24.6	30.7	36.8
	DIV. V.P./MGR.				31.5			
	ASST. V.P./DIR				27.5			
	MANAGER	27.2	2.4	29.6		24.0		32.0
	MANAGER	25.9	4.5	30.4				
	ASST. V.P./DIR	25.1	0.0	25.1		21.9	25.6	29.3
	CEO/PRESIDENT	23.5	1.5	25.0				
					22.0			
	MANAGER	17.5	1.0	18.5				
	NO IN POSITION: 29							
$ 56.1	WEIGHTED GROUP AVG:	$ 26.9	$ 2.6	$ 29.5	$ 29.7			
NO SCOPE REPORTED	ASST. V.P./DIR				$ 37.0	$ 34.0	$ 41.0	$ 48.0
	MANAGER				34.8	29.9	37.4	44.9
					29.2	18.5	26.9	35.3
	ASST. V.P./DIR	$ 25.5	$ 0.0	$ 25.5		19.7	24.6	29.6
	NO IN POSITION: 23							
	WEIGHTED GROUP AVG:	$ 25.5	$ 0.0	$ 25.5	$ 32.8			
	NO IN POSITION: 52							
$ 56.1	POSITION AVERAGE:	$ 26.7	$ 2.1	$ 28.8	$ 31.8			

FOOD MARKETING INSTITUTE
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SURVEY POSITION 41 - DISTRICT MANAGER

REGION #2 - N. E. CENTRAL

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$100.0	REG. V.P./MGR.	$ 53.0	$ 18.1	$ 71.1		$ 41.9	$ 50.4	$ 58.9
AND ABOVE	VICE PRESIDENT	42.5	0.0	42.5		28.1	37.3	46.5
	VICE PRESIDENT	42.5	4.0	46.5		34.4	41.1	47.8
	VICE PRESIDENT				$ 38.6	30.7	38.4	46.1
	VICE PRESIDENT	35.0	45.0	80.0				
	GROUP EXEC.	34.8	12.5	47.3				
	GROUP EXEC.	34.0	12.5	46.5				
	NO IN POSITION: 25							
$ 140.2	WEIGHTED GROUP AVG:	$ 47.1	$ 21.0	$ 68.1	$ 38.6			
$99.9	REG. V.P./MGR.	$ 47.6	$ 10.5	$ 58.1		$ 38.0	$ 48.5	$ 58.9
AND BELOW	VICE PRESIDENT	42.5	0.0	42.5		28.1	37.3	46.5
	VICE PRESIDENT	41.7	3.9	45.6		34.4	41.1	47.8
	DIV. V.P./MGR.	37.8	1.3	39.1		24.1	35.1	46.0
	SENIOR V.P.				$ 37.3			
	DIV. V.P./MGR.	33.3	0.0	33.3		28.7	34.2	39.7
	DIV. V.P./MGR.	32.5	0.0	32.5		28.7	34.2	39.7
	SENIOR V.P.				30.0			
	DIV. V.P./MGR.	22.1	2.2	24.3		15.1	21.6	23.8
	DIV. V.P./MGR.	20.9	2.1	23.0		15.1	21.6	23.8
	NO IN POSITION: 30							
$ 57.7	WEIGHTED GROUP AVG:	$ 34.0	$ 2.3	$ 36.3	$ 36.4			

FOOD MARKETING INSTITUTE
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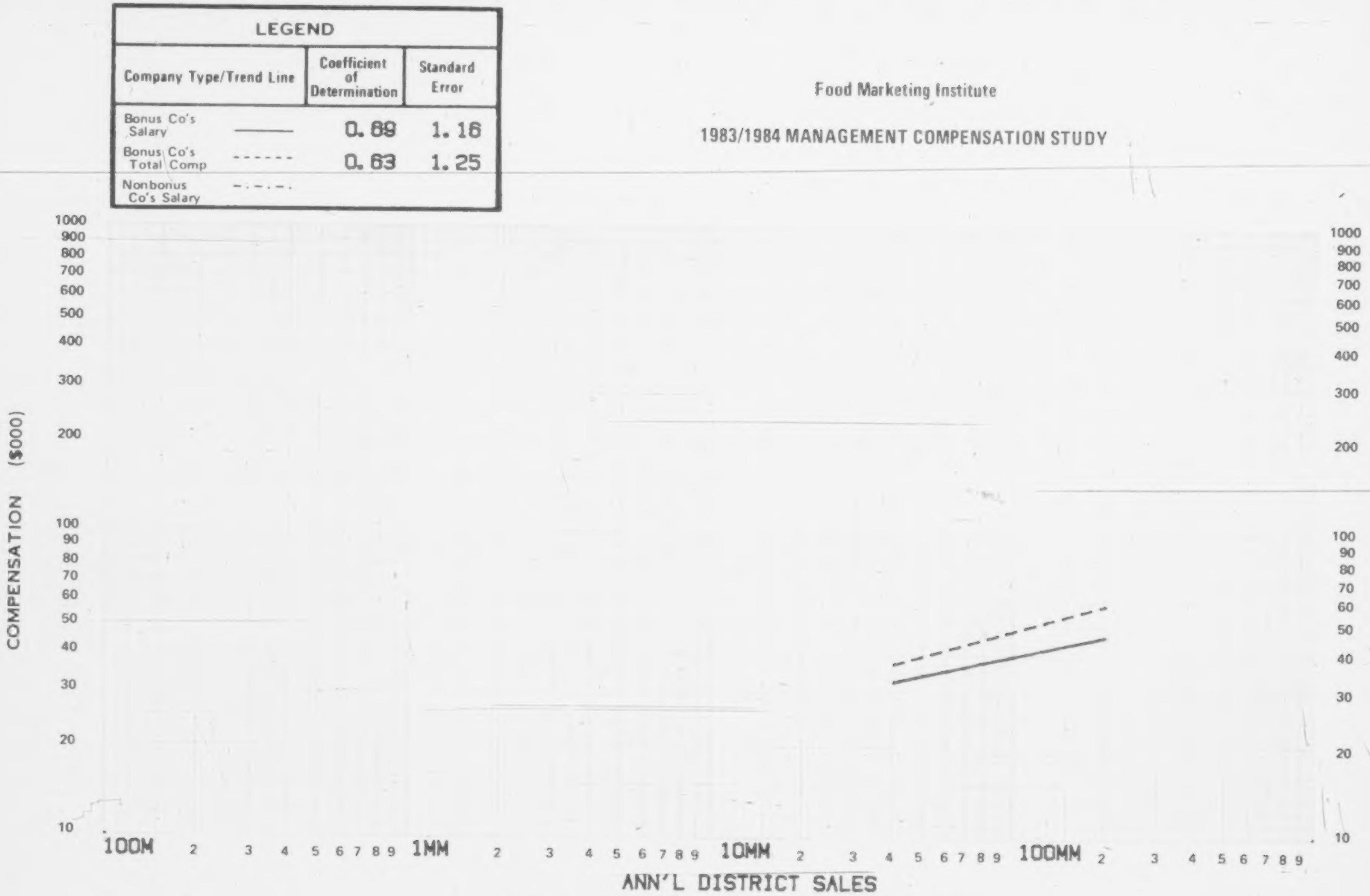
SURVEY POSITION 41 - DISTRICT MANAGER

REGION #2 - N. E. CENTRAL

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	DIV. V.P./MGR.	$ 51.0	$ 5.9	$ 56.9				
	ASST. V.P./DIR	43.0	7.0	50.0		$ 41.0	$ 46.0	$ 52.0
	EXEC. V.P.	42.1	9.7	51.8				
	NO IN POSITION: 56							
	WEIGHTED GROUP AVG:	$ 50.0	$ 6.1	$ 56.1				
	NO IN POSITION: 111							
$ 95.2	POSITION AVERAGE:	$ 45.8	$ 8.6	$ 54.4	$ 37.0			

Food Marketing Institute

1983/1984 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #41 - DISTRICT MANAGER

REGION #2 - N. E. CENTRAL

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #2 - N. E. CENTRAL

SCOPE	BONUS COMPANIES			NONBONUS	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY STORE SALES ($THOU)	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$250.0	$ 47.0	$ 13.8	$ 60.8		$ 41.2	$ 49.4	$ 57.6						
AND ABOVE	46.2	14.3	60.5		43.2	48.0	52.7	5.0	1.0	47.5	13.0	155	A
				$ 42.7				5.0	1.0	45.0	12.0	200	B
	38.0	0.0	38.0		29.0	36.1	43.2	5.0	2.0	50.0	17.0	195	195
	38.0	2.2	40.2		35.1	36.8	38.5	5.0	1.0	50.0		0	0
	37.4	9.3	46.7		28.1		37.4	5.9		49.0	1.0		
	37.4	5.5	42.9					5.0	1.0	52.0	12.0	160	160
	36.1	0.0	36.1		27.5	34.0	40.6	5.0	2.0	50.0	17.0	195	195
				35.4	34.3	35.4	36.4	5.0	1.0	50.0		0	0
				35.4	36.5	40.1	43.8	5.0	2.0	40.0			
				35.0	40.1	43.8	48.2		2.0	40.0			
				33.9				5.5	1.5			96	96
	33.5	4.8	38.3					5.0	2.0	46.0	13.0	B	B
	32.2	0.0	32.2		24.2	30.8	37.4	5.0	2.0	50.0	26.0	150	
	30.5	0.0	30.5					6.0	1.0	50.0	1.0	B	B
	30.3	0.5	30.8					6.0	1.0	50.0	1.0	B	B
	29.9	0.0	29.9					6.0	1.0	50.0	1.0	B	B
NO. IN POS: 88													
$ 337.4 WT'D AVG:	$ 38.5	$ - 6.6	$ 45.1	$ 36.1									

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$249.9 TO $175.0	$ 41.4	$ 11.2	$ 52.6		$ 40.3	$ 44.6	$ 48.9	5.0	1.0	47.5	13.0	155	A
	39.2	7.8	47.0		37.3	44.8	52.3						
	38.7	4.7	43.4		29.5	35.0	40.6	5.0	1.0	47.5	12.0	B	D
	38.6	7.2	45.8		37.8	41.3	44.9	5.0	1.0	47.5	13.0	155	A
	36.7	5.7	42.4		34.3	40.6	46.9						
	36.2	4.6	40.8					5.0	1.0	52.0	12.0	160	160
				$ 34.8	32.8	33.8	34.8	5.0	1.0	50.0		0	0
	34.7	2.0	36.7		33.8	34.7	35.6	5.0	1.0	50.0		0	0
	34.6	5.1	39.7		29.5	35.0	40.6	5.0	1.0	47.5	12.0	B	D
	34.3	0.0	34.3		24.7	30.5	36.2	5.0	2.0	50.0	17.0	195	195
				33.0	32.8	36.5	40.1	5.0	2.0	40.0			
	32.5	4.3	36.8					5.0	2.0	46.0	13.0	B	B
				32.0				5.0	2.0	45.0	17.5	190	190
	31.7	4.1	35.8					5.0		50.0	26.0	150	150
	31.6	3.1	34.7					5.0	2.0	46.0	13.0	B	B
	31.6	1.4	33.0					5.0		50.0	26.0	150	150
	30.9	4.2	35.1		28.1		37.4	5.5		48.8	1.2		
	30.1	0.0	30.1		24.2	30.8	37.4	5.0	2.0	50.0	26.0	150	
				26.7				5.5	1.5			96	96
	25.4	7.2	32.6		24.8	29.1	33.6	5.5	1.0	50.0	.5	125	125
	25.4	8.1	33.5		24.8	29.1	33.6	5.5	1.0	50.0	.5	125	125
NO. IN POS: 340													
$ 209.9 WT'D AVG:	$ 36.9	$ 7.3	$ 44.2	$ 33.2									

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #2 - N. E. CENTRAL

SCOPE	BONUS COMPANIES			NONBONUS	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY STORE SALES			TOTAL	COMPANIES				#	#	#	#	SUN.	HOL.
($THOU)	SALARY	BONUS	COMP	SALARY	MIN	MID	MAX	DYS.	NTS.	HRS.	SUN.	PAY	PAY
$174.9				$ 40.0				5.0	1.0	45.0	12.0	200	B
TO				37.7				5.0	1.0	45.0	12.0	200	B
$100.0	$ 37.6	$ 4.9	$ 42.5		$ 35.5	$ 38.2	$ 41.0	5.0	1.0	47.5	13.0	155	A
	35.2	3.4	38.6					5.0	1.0	52.0	12.0	160	160
	35.2	4.0	39.2					5.0	1.0	52.0	12.0	160	160
	34.1	0.6	34.7		29.4	36.8	44.2	5.0	2.0	48.0	12.0	B	A
	34.1	0.6	34.7		29.4	36.8	44.2	5.0	2.0	48.0	12.0	B	A
	34.0	4.4	38.4		31.3	36.8	42.3						
	34.0	0.0	34.0					5.0	1.0	50.0			
	33.7	0.0	33.7		24.7	30.5	36.2	5.0	2.0	50.0	17.0	195	195
				33.4	31.7	32.8	33.8	5.0	1.0	50.0		0	0
	32.8	3.0	35.8		28.1		37.4	5.4		49.2	.8		
	31.1	4.4	35.5		29.5	35.0	40.6	5.0	1.0	47.5	12.0	B	D
	31.0	3.0	34.0		29.5	35.6	40.0	7.0	7.0	45.0	12.0	120	
	30.9	2.1	33.0					5.0	2.0	46.0	13.0	B	B
				30.5	29.2	32.9	36.5	5.0	2.0	40.0			
				30.4				5.0	2.0	45.0	17.5	190	190
	30.4	0.0	30.4		24.2	30.8	37.4	5.0	2.0	50.0	26.0	150	
	30.3	1.7	32.0					5.0		50.0	26.0	150	150
	29.1	1.6	30.7		28.1		37.4	5.2		49.0	1.0		
				28.7				5.0	2.0	45.0	17.5	190	190
	28.5	0.0	28.5		24.2	30.8	37.4	5.0	2.0	50.0	26.0	150	
				25.2				5.5	1.5			96	96
				25.1				5.5	1.5			96	96
	24.8	6.3	31.1		24.8	29.1	33.6	5.5	1.0	50.0	.5	125	125
NO. IN POS: 330													
$ 134.7 WT'D AVG:	$ 31.5	$ 3.3	$ 34.8	$ 30.6									

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$99.9	$ 35.6	$ 4.5	$ 40.1					5.0	1.0	52.0	12.0	160	160
AND BELOW				$ 35.3				5.0	2.0	45.0	26.0	200	B
	35.0	4.0	39.0		$ 33.7	$ 36.3	$ 39.0	5.0	1.0	47.5	13.0	155	A
	34.4	3.0	37.4					5.0	1.0	52.0	12.0	160	160
	34.2	3.8	38.0		29.9	34.8	39.8						
	34.1	3.0	37.1		33.7	336.3	39.0	5.0	1.0	47.5	13.0	155	A
	33.5	2.4	35.9		31.3	36.8	42.3						
				32.6	30.7	31.7	32.8	5.0	1.0	50.0		0	0
	30.3	0.6	30.9		26.6	33.3	40.0	5.0	2.0	48.0	12.0	B	A
	30.3	0.6	30.9		26.6	33.3	40.0	5.0	2.0	48.0	12.0	B	A
	30.2	2.5	32.7					5.0	2.0	46.0	13.0	B	B
	30.0	4.2	34.2		29.5	35.0	40.6	5.0	1.0	47.5	12.0	B	D
	29.7	0.0	29.7		24.2	30.8	37.4	5.0	2.0	50.0	26.0	150	
	29.0	7.1	36.1					5.0		50.0	26.0	150	150
				28.1				5.0	2.0	45.0	17.5	190	190
	27.8	0.0	27.8		24.2	30.8	37.4	5.0	2.0	50.0	26.0	150	
				27.2				5.0	2.0	45.0	17.5	190	190
				25.8				5.5	1.5			96	96
	25.5	0.0	25.5					6.0	1.0	50.0	1.0	B	B
	24.9	0.7	25.6		20.7	24.7	28.7	5.0	2.0	45.0	20.0	112	112
	24.9	1.3	26.2		21.8	26.9	31.9	5.0	2.0	45.0	20.0	112	112
	24.2	6.6	30.8		24.8	29.1	33.6	5.5	1.0	50.0	.5	125	125
				24.1				5.5	1.5			96	96
				23.9				5.5	1.5			96	96
	23.8	5.8	29.6		24.8	29.1	33.6	5.5	1.0	50.0	.5	125	125
NO. IN POS: 110													
$ 78.1 WT'D AVG:	$ 30.2	$ 3.4	$ 33.6	$ 28.2									

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #2 - N. E. CENTRAL

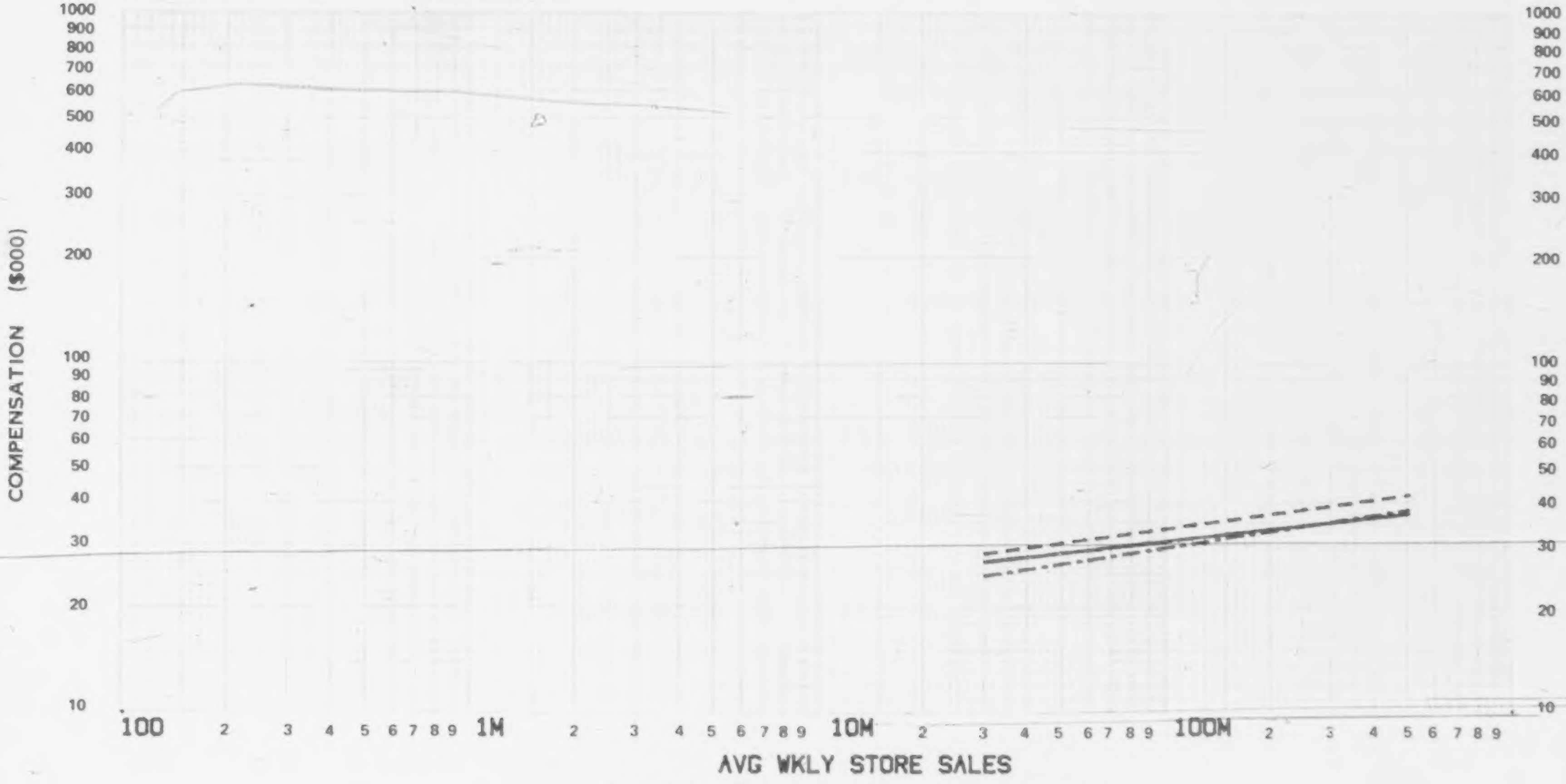
SCOPE	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY STORE SALES ($THOU)	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE REPORTED NO. IN POS: 1 WT'D				$ 35.8	$ 34.3	$ 35.4	$ 36.4	5.0	1.0	50.0		0	0
NO. IN POS: 869 POSITION $ 177.6 AVG:	$ 34.5	$ 5.4	$ 39.9	$ 31.3									

Food Marketing Institute

1983/1984 MANAGEMENT COMPENSATION STUDY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	——	0.20	1.14
Bonus Co's Total Comp	------	0.20	1.17
Nonbonus Co's Salary	-.-.-.	0.34	1.14



SURVEY POSITION #42 - STORE MANAGER

REGION #2 - N. E. CENTRAL

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$200.0	$ 35.5	$ 5.4	$ 40.9		$ 34.1	$ 37.4	$ 40.6	5.0	3.0	47.5	13.0	155	A
AND ABOVE	34.1	3.8	37.9		33.5	36.7	40.0	5.0	3.0	47.5	13.0	155	A
				$ 31.0				5.0	1.5	45.0	12.0	200	D
				29.7	24.4	29.9	35.4	5.0	2.0	45.0	17.0	195	195
	29.5	1.9	31.4		26.7	32.0	37.4	5.0	2.0	45.0	15.0	20	D
	29.1	1.4	30.5					5.0	2.0	46.0	13.0	B	B
				29.1	22.5	27.3	32.0	5.0	2.0	50.0	26.0	135	
				28.8				5.0	2.0	50.0	30.0	144	144
				28.8				5.0	2.0	50.0	30.0	144	144
	28.5	2.4	30.9					5.0	2.0	46.0	13.0	B	B
	27.3	1.6	28.9					5.0	2.0	45.0		150	150
	26.9	0.5	27.4					6.0	5.0	50.0	3.0	B	B
				26.2									
				26.2									
	26.0	1.8	27.8		24.7	27.8	28.6	5.0	3.0	50.0		0	0
	25.8	0.5	26.3					6.0	5.0	50.0	3.0	B	B
				25.4				5.0	2.0	45.0	17.5	175	175
	25.1	3.4	28.5		20.8		26.5	4.7		46.7	3.3		
				24.9				5.5	1.5			E	F
	24.6	1.7	26.3		25.2		27.3	5.0	3.0	50.0		0	0
				24.5	22.5	27.3	32.0	5.0	2.0	50.0	26.0	135	
	23.3	2.5	25.8		20.8		26.5	4.9		49.7	.3		
	23.1	0.0	23.1					6.0	5.0	50.0	3.0	B	B
				22.1				5.5	1.5			E	F
	20.2	4.6	24.8		20.9	24.3	27.8	5.5	3.0	50.0	.5	125	125
NO. IN POS: 232													
$ 274.9 WT'D AVG:	$ 31.2	$ 3.3	$ 34.5	$ 27.1									

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #2 - N. E. CENTRAL

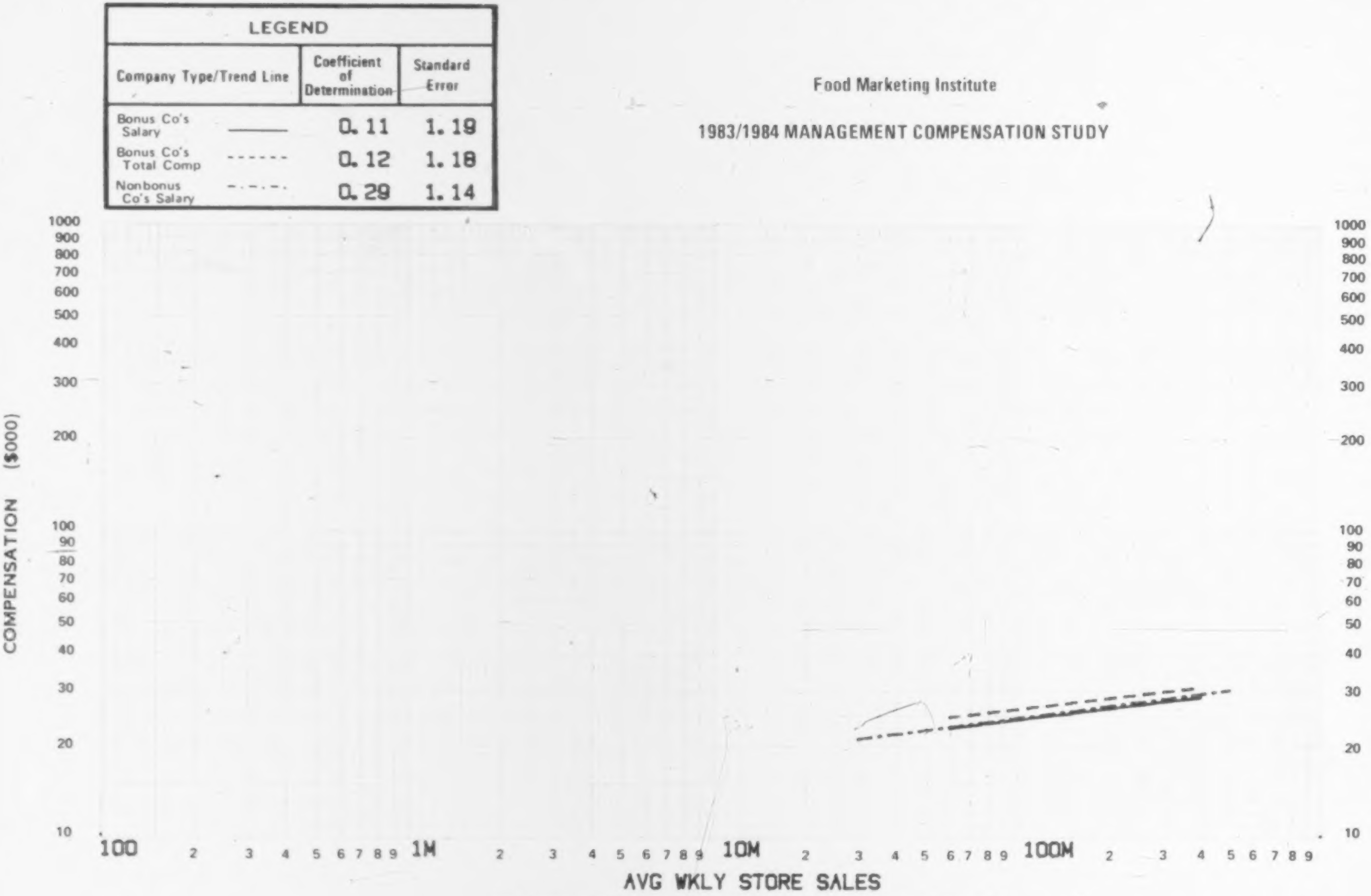
SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$199.9	$ 33.4	$ 2.4	$ 35.8		$ 32.5	$ 36.1	$ 39.5	5.0	3.0	47.5	13.0	155	A
TO	32.8	1.6	34.4		32.0	35.6	39.0	5.0	3.0	47.5	13.0	155	A
$100.0				$ 30.8				5.0	1.5	45.0	17.0	200	D
				30.7				5.0	2.5	45.0	17.0	200	D
				29.5				5.0	2.0	48.0	12.0	E	F
				29.5				5.0	2.0	48.0	12.0	E	F
				29.1	24.4	29.9	35.4	5.0	2.0	45.0	17.0	195	195
				28.6				5.0	2.0	50.0	30.0	144	144
	28.4	1.2	29.6					5.0	2.0	46.0	13.0	B	B
	28.3	1.9	30.2		26.7	32.0	37.4	5.0	2.0	45.0	15.0	20	D
	28.1	0.5	28.6					5.0	2.0	46.0	13.0	B	B
				27.3				5.0	2.0	50.0	30.0	144	144
	27.0	1.9	28.9		26.7	32.0	37.4	5.0	2.0	45.0	15.0	20	D
				26.2									
	26.2	0.5	26.7					5.0	2.0	45.0		150	150
				26.2									
	25.7	0.6	26.3					5.0	2.0	45.0		150	150
				25.3	22.5	27.3	32.0	5.0	2.0	50.0	26.0	135	
				25.1				5.0	2.0	45.0	17.5	175	175
				24.9	22.5	27.3	32.0	5.0	2.0	50.0	26.0	135	
	24.7	1.1	25.8		20.8		26.5	5.0		50.0			
				24.4				5.0	2.0	45.0	17.5	175	175
				21.9				5.5	1.5			E	F
	20.9	0.0	20.9		20.8		26.5	4.9		49.2	.8		
	20.5	4.6	25.1		20.9	24.3	27.8	5.5	3.0	50.0	.5	125	125
	20.4	4.1	24.5		20.9	24.3	27.8	5.5	3.0	50.0	.5	125	125
				19.7				5.5	1.5			E	F
NO. IN POS: 347													
$ 155.6 WT'D AVG:	$ 25.9	$ 3.1	$ 29.0	$ 26.1									

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$99.9	$ 32.5	$ 1.7	$ 34.2		$ 32.0	$ 35.1	$ 38.5	5.0	3.0	47.5	13.0	155	A
AND BELOW				$ 28.8				5.0	2.0	50.0	30.0	144	144
	28.0	1.1	29.1					5.0	2.0	46.0	13.0	B	B
				27.6				5.0	2.0	50.0	30.0	144	144
				26.5				5.0	2.5	45.0	26.0	200	D
				25.8	22.5	27.3	32.0	5.0	2.0	50.0	26.0	135	
				24.6				5.0	2.0	45.0	17.5	175	175
				23.5				5.0	2.0	45.0	17.5	175	175
				23.4	22.5	27.3	32.0	5.0	2.0	50.0	26.0	135	
				22.8				5.0	2.0	48.0	12.0	E	F
				22.8				5.0	2.0	48.0	12.0	E	F
	20.4	5.2	25.6		20.9	24.3	27.8	5.5	3.0	50.0	.5	125	125
	19.6	4.5	24.1		20.9	24.3	27.8	5.5	3.0	50.0	.5	125	125
				17.8				5.5	1.5			E	F
				17.8				5.5	1.5			E	F
				17.1				5.5	1.5			E	F
	17.1	0.0	17.1					6.0	5.0	50.0	3.0	B	B
NO. IN POS: 47													
$ 78.7 WT'D AVG:	$ 21.5	$ 4.0	$ 25.5	$ 23.0									
NO. IN POS: 626													
$ 194.0 POSITION AVG:	$ 28.1	$ 3.2	$ 31.3	$ 25.9									

Food Marketing Institute

1983/1984 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #43 - ASSISTANT/CO-STORE
MANAGER

REGION #2 - N. E. CENTRAL

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER
REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$50.0				$ 30.4				5.0	1.0	45.0	12.0	160	160
AND ABOVE	$ 28.6	$ 0.3	$ 28.9		$ 22.1		$ 28.6	5.5		45.0	5.0		
				28.0				5.0	1.0	40.0	13.0	E	E
	27.3	1.4	28.7					5.0	1.0	45.0		0	0
				24.7				6.0	1.0	50.0	1.0	E	C
				24.6									
				24.3				6.0	1.0	50.0	1.0	E	E
				24.1				6.0	1.0	50.0	1.0	E	E
				24.1				6.0	1.0	50.0	1.0	E	E
				22.9				6.0	1.0	50.0	1.0	E	E
NO. IN POS: 34													
$ 238.6 WT'D AVG:	$ 27.5	$ 1.2	$ 28.7	$ 24.7									

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER
REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$49.9				$ 35.0				5.0	1.0	45.0	12.0	E	B
TO				33.0				5.0	1.0	45.0	12.0	E	B
$25.0				30.6				5.0	1.0	45.0	12.0	160	160
				30.1				5.0	1.0	45.0	12.0	160	160
				28.7				5.0		40.0	17.0	110	110
				28.7				5.0		40.0	17.0	110	110
	$ 28.1	$ 0.0	$ 28.1		$ 22.1		$ 28.6	4.5		45.0	5.0		
				28.1				5.0	2.0	45.0	16.3	F	F
	27.7	1.5	29.2		22.1		28.6	4.9		47.2	2.8		
				27.5				5.0	1.0	40.0	13.0	E	E
	27.3	1.4	28.7					5.0	1.0	45.0		0	0
				27.1				5.0	2.0	45.0	16.3	F	F
				26.8				5.0	1.0	40.0	13.0	E	E
				23.9									
				23.5				5.5	1.0	43.0	.5	100	100
				22.8									
				22.8				5.0	1.0	40.0	12.0	E	F
				22.8				5.0	1.0	40.0	12.0	E	F
NO. IN POS: 110													
$ 33.7 WT'D AVG:	$ 27.6	$ 1.2	$ 28.8	$ 28.0									

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER
REGION #2 - N. E. CENTRAL

SCOPE	BONUS COMPANIES			NONBONUS	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY MEAT SALES			TOTAL	COMPANIES				#	#	#	#	SUN.	HOL.
($THOU)	SALARY	BONUS	COMP	SALARY	MIN	MID	MAX	DYS.	NTS.	HRS.	SUN.	PAY	PAY
$24.9				$ 32.7				5.0	1.0	45.0	12.0	E	B
TO				30.0				5.0	1.0	45.0	12.0	160	160
$15.0				28.7				5.0		40.0	17.0	110	110
				27.1				5.0	2.0	45.0	16.3	F	F
				26.2				5.0	1.0	40.0	13.0	E	E
				23.5	$ 21.4	$ 22.6	$ 23.9	5.0	2.0	40.0			
	$ 23.4	$ 5.1	$ 28.5		22.1		28.6	4.8		45.0	5.0		
				23.0				5.5	1.0	43.0	.5	100	100
				22.8				5.0	1.0	40.0	12.0	E	F
				22.6									
NO. IN POS: 137													
$ 21.1 WT'D AVG:	$ 23.4	$ 5.1	$ 28.5	$ 25.8									
$14.9				$ 31.0				5.0	1.0	45.0	12.0	E	B
AND BELOW				29.9				5.0	1.0	45.0	12.0	160	160
				28.7				5.0		40.0	17.0	110	110
				26.1				5.0	2.0	45.0	16.3	F	F
				23.3	$ 21.4	$ 22.6	$ 23.9	5.0	2.0	40.0			
				22.8				5.5	1.0	43.0	.5	100	100
				20.8				5.0	1.0	40.0	12.0	E	F
				19.7									
NO. IN POS: 48													
$ 13.2 WT'D AVG:				$ 24.5									

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                                 FOOD MARKETING INSTITUTE
                          1983-1984 MANAGEMENT COMPENSATION STUDY
                          SURVEY POSITION 44 - MEAT DEPARTMENT
                                                  MANAGER
                                 REGION #2 - N. E. CENTRAL
       SCOPE            BONUS COMPANIES        NONBONUS     SALARY   RANGE      WORK SCHEDULE/PAY PRACTICES
 AVG WKLY MEAT SALES                   TOTAL   COMPANIES ----------------------  #    #    #     #    SUN.HOL.
      ($THOU)        SALARY  BONUS     COMP     SALARY    MIN     MID     MAX   DYS.NTS.HRS.  SUN. PAY PAY
-------------------- ------  ------   ------  --------- ------  ------  ------  --------------------------------
     NO SCOPE                                 $ 29.3                           5.0       40.0          E   E
     REPORTED                                   26.8
                                                26.8
                                                26.8
                                                26.8
                                              ------
     NO. IN POS:   57
                WT'D
                AVG:                          $ 27.2
------------------------------------------------------------------------------------------------------------
     NO. IN POS:  386
              POSITION
  $    46.6     AVG: $ 26.8  $  1.9  $ 28.7  $ 26.4
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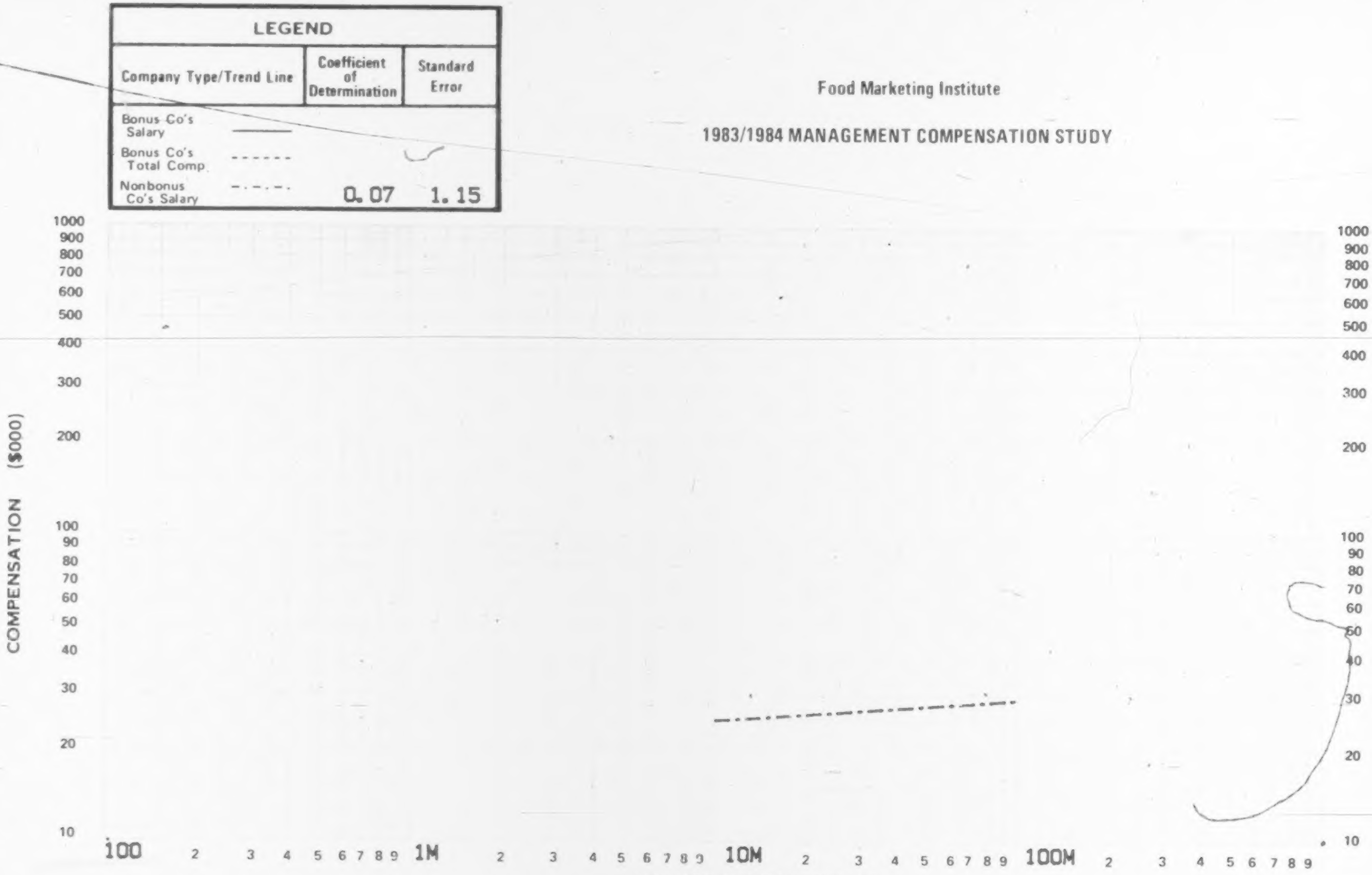

AVG WKLY MEAT SALES

SURVEY POSITION #44 - MEAT DEPARTMENT MANAGER

REGION #2 - N. E. CENTRAL

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #3 - WEST CENTRAL

Responsible for carrying out merchandising programs for meat products (including deli) among an assigned number of stores. Determines the types of meat items, quality, grades and brands. Recommends retail prices on meat items as appropriate. Coordinates the purchase of meat products to ensure an appropriate assortment to achieve sales and profit objectives. Develops meat case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$80.0					$ 54.0	$ 32.1	$ 40.3	$ 48.5
AND BELOW	REG. V.P./MGR.	$ 45.3	$ 12.9	$ 58.2		40.6	45.3	50.0
	VICE PRESIDENT	44.4	3.4	47.8				
	VICE PRESIDENT	41.0	13.7	54.7				
	VICE PRESIDENT	39.9	4.7	44.6		32.7	39.0	45.3
	DIV. V.P./MGR.	39.0	4.5	43.5				
	GROUP EXEC.	38.7	7.0	45.7		37.5	40.0	42.5
	VICE PRESIDENT	38.3	4.1	42.4				
	MANAGER	35.9	3.1	39.0		33.4	41.8	50.1
					35.3	28.4	35.5	42.6
	MANAGER				26.3	21.6	26.9	32.2
	NO IN POSITION: 45							
$ 26.4	WEIGHTED GROUP AVG:	$ 41.2	$ 8.4	$ 49.6	$ 36.1			
NO SCOPE REPORTED	DIV. V.P./MGR.	$ 52.7	$ 5.7	$ 58.4		$ 44.6	$ 55.7	$ 66.8
	C.O.O.	45.0	5.0	50.0				
		43.0	0.0	43.0				
	MANAGER				$ 37.8	30.8	41.1	51.4
	GROUP EXEC.				34.0			
	NO IN POSITION: 14							
	WEIGHTED GROUP AVG:	$ 48.3	$ 4.1	$ 52.5	$ 36.7			
	NO IN POSITION: 59							
$ 26.4	POSITION AVERAGE:	$ 42.0	$ 7.9	$ 49.9	$ 36.3			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #3 - WEST CENTRAL

Responsible for carrying out merchandising programs for produce products among an assigned number of stores. Determines the type of produce items, quality, grades and brands. Recommends retail prices on produce items as appropriate. Coordinates the purchase of produce products to ensure an appropriate assortment to achieve sales and profit objectives. Develops refrigeration case allocation and spacing programs, product promotions and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$50.0 AND BELOW	VICE PRESIDENT	$ 44.7	$ 3.4	$ 48.1				
	REG. V.P./MGR.	42.1	15.0	57.1		$ 36.8	$ 41.5	$ 46.2
	VICE PRESIDENT	39.0	4.2	43.2		32.7	39.0	45.3
	CEO/PRESIDENT	38.7	4.1	42.8				
	C.O.O.	38.4	4.6	43.0		33.4	41.8	50.1
	GROUP EXEC.	38.0	6.0	44.0		37.0	38.5	40.0
	DIV. V.P./MGR.	36.0	6.0	42.0				
	VICE PRESIDENT	33.7	11.2	44.9				
					$ 31.4	28.4	35.5	42.6
	NO IN POSITION: 37							
$ 13.9	WEIGHTED GROUP AVG:	$ 39.1	$ 9.1	$ 48.2	$ 31.4			
NO SCOPE REPORTED	C.O.O.	$ 58.0	$ 0.0	$ 58.0				
	DIV. V.P./MGR.	57.2	5.7	62.9		$ 44.6	$ 55.7	$ 66.8
		44.0	0.0	44.0				
	MANAGER				$ 35.7	28.2	37.6	47.0
	GROUP EXEC.				34.0			
	ASST. V.P./DIR				31.8	30.0		33.6
	MANAGER				27.0	21.6	26.9	32.2
	NO IN POSITION: 18							
	WEIGHTED GROUP AVG:	$ 54.1	$ 2.9	$ 57.0	$ 33.5			
	NO IN POSITION: 55							
$ 13.9	POSITION AVERAGE:	$ 40.8	$ 8.5	$ 49.3	$ 32.8			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 39 - DIVISION GENERAL MANAGER
REGION #3 - WEST CENTRAL

Responsible for the profitable operation of a division or geographic region of the corporation or operating company. Develops sales and profit objectives and forecasts, operating and capital expenditure budgets, and objectives for assigned stores and facilities. Oversees merchandising, store operations and staff activities. Reviews buying and merchandising programs to insure maximum profitability and continuity with the company's overall strategy. Reviews operating results of stores against sales and profit targets. Directs staff activities in support of division programs and financial objectives. Provides specific limitations of authority for all subordinates regarding contractual commitments, expenditures and personnel decisions. Continually reviews and reports to top management the division's performance with respect to market share, operating results, capital requirements, etc.

SCOPE ANN'L DIVISION SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$425.0 AND BELOW	C.O.O.	$ 78.9	$ 15.5	$ 94.4		$ 70.0	$ 87.5	$105.0
	BOARD OF DIR.				$ 72.5			
	SENIOR V.P.	66.9	18.2	85.1		57.1	71.4	85.7
	C.O.O.	59.0	8.8	67.8				
		47.2	0.0	47.2		35.4	44.7	53.9
	EXEC. V.P.	42.6	4.2	46.8		40.2	50.2	60.2
	NO IN POSITION:	19						
$ 219.2	WEIGHTED GROUP AVG:	$ 55.2	$ 7.6	$ 62.8	$ 72.5			
NO SCOPE REPORTED	C.O.O.	$ 79.7	$ 81.8	$161.5		$ 78.5	$ 80.2	$ 81.9
	NO IN POSITION:	23						
$ 219.2	POSITION AVERAGE:	$ 59.8	$ 21.8	$ 81.6	$ 72.5			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 41 - DISTRICT MANAGER

REGION #3 - WEST CENTRAL

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$100.0 AND ABOVE	EXEC. V.P.	$ 60.0	$ 20.0	$ 80.0				
	EXEC. V.P.	60.0	20.0	80.0				
	EXEC. V.P.	60.0	20.0	80.0				
	DIV. V.P./MGR.	53.7	10.9	64.6		$ 43.3	$ 54.1	$ 64.9
	REG. V.P./MGR.	48.9	30.0	78.9		47.5	48.9	50.2
		48.6	0.0	48.6		33.8	42.5	51.3
	VICE PRESIDENT	48.0	5.8	53.8		39.8	47.9	56.0
		47.5	0.0	47.5		33.8	42.5	51.3
	NO IN POSITION:	22						
$ 138.6	WEIGHTED GROUP AVG:	$ 52.3	$ 12.0	$ 64.3				

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 41 - DISTRICT MANAGER

REGION #3 - WEST CENTRAL

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
$99.9	EXEC. V.P.	$ 60.0	$ 20.0	$ 80.0				
TO	EXEC. V.P.	60.0	20.0	80.0				
$60.0	VICE PRESIDENT	59.0	6.6	65.6				
	DIV. V.P./MGR.	54.3	11.8	66.1		$ 43.3	$ 54.1	$ 64.9
	VICE PRESIDENT	48.0	5.8	53.8		39.8	47.9	56.0
	REG. V.P./MGR.	47.5	46.7	94.2				47.5
	VICE PRESIDENT	47.4	4.1	51.5				
	DIST.MANAGER	44.0	16.5	60.5		41.6	43.4	45.2
	VICE PRESIDENT	43.9	4.1	48.0				
	VICE PRESIDENT	43.9	4.1	48.0				
	VICE PRESIDENT				$ 36.6			
	C.O.O.	33.9	5.6	39.5				
	NO IN POSITION: 25							
$ 77.2	WEIGHTED GROUP AVG:	$ 47.0	$ 12.0	$ 59.0	$ 36.6			
$59.9	VICE PRESIDENT	$ 59.0	$ 6.6	$ 65.6				
AND BELOW	REG. V.P./MGR.	48.7	13.7	62.4				$ 48.7
	REG. V.P./MGR.	47.3	9.4	56.7		45.9	47.3	48.7
	VICE PRESIDENT	44.7	4.2	48.9				
		44.4	0.0	44.4		33.8	42.5	51.3
		44.0	0.0	44.0				
	REG. V.P./MGR.	43.3	8.0	51.3				43.3
	DIV. V.P./MGR.	38.0	1.0	39.0		24.1	35.1	46.0
	DIV. V.P./MGR.				$ 37.3	32.9	41.1	49.3
	DIV. V.P./MGR.				36.5	32.9	41.1	49.3
	NO IN POSITION: 16							
$ 41.0	WEIGHTED GROUP AVG:	$ 44.3	$ 4.5	$ 48.8	$ 36.8			

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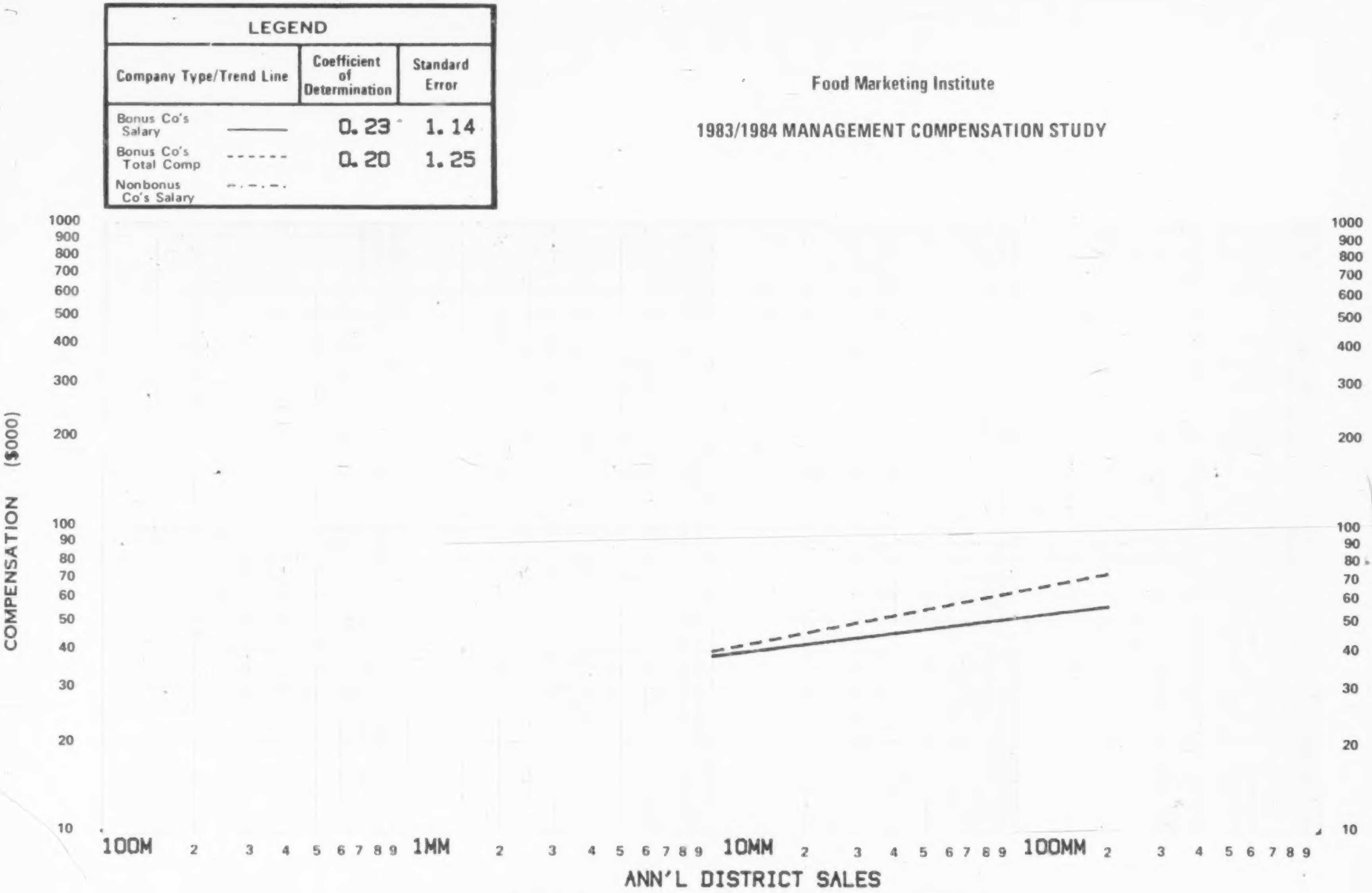
SURVEY POSITION 41 - DISTRICT MANAGER

REGION #3 - WEST CENTRAL

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	DIV. V.P./MGR.	$ 53.7	$ 5.0	$ 58.7				
	VICE PRESIDENT				$ 51.3	$ 48.2		$ 54.4
	C.O.O.	50.0	10.0	60.0				
	NO IN POSITION: 28							
	WEIGHTED GROUP AVG:	$ 52.7	$ 6.3	$ 59.0	$ 51.3			
	NO IN POSITION: 91							
$ 89.4	POSITION AVERAGE:	$ 49.7	$ 9.1	$ 58.8	$ 43.3			



SURVEY POSITION #41 - DISTRICT MANAGER

REGION #3 - WEST CENTRAL

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$200.0 AND ABOVE	$ 52.9	$ 17.6	$ 70.5		$ 37.7	$ 44.9	$ 59.3		1.0	47.0	12.0	B	D
	46.5	4.7	51.2		45.3	46.5	47.7	5.0	1.0	50.0		B	B
	46.4	15.5	61.9		37.7	44.9	59.3	5.5	1.0	47.0	12.0	B	D
	40.9	3.9	44.8		38.0	45.6	53.2						
	39.2	1.0	40.2					5.0		50.0	12.0	B	D
	39.2	0.6	39.8		32.7	40.9	49.0	5.0	2.0	48.0	12.0	B	A
	39.2	0.6	39.8		32.7	40.9	49.0	5.0	2.0	48.0	12.0	B	A
	38.7	1.3	40.0		41.9	50.3	58.7						
	38.6	0.0	38.6		29.0	36.1	43.2	5.0	2.0	50.0	17.0	195	195
	37.8	2.4	40.2					5.5	1.0	55.0		B	A
				$ 35.9				5.5	2.0	50.0	17.0	A	100
	35.6	0.0	35.6		27.5	34.0	40.6	5.0	2.0	50.0	17.0	195	195
	35.2	10.0	45.2		36.7	37.5	38.2	6.0	1.0	48.0	8.0	B	B
	34.6	6.9	41.5		29.3	36.6	43.9	5.5	1.0	50.0	10.0	B	B
	34.1	0.6	34.7		29.4	36.8	44.2	5.0	2.0	48.0	12.0	B	A
	33.5	12.8	46.3					5.5					
				33.2	31.5	32.8	34.0	5.5	2.0	46.0	12.0	B	A
	28.1	12.8	40.9		27.6	28.1	28.6	5.0		45.0		0	0
	26.6	9.2	35.8					6.0	3.0	50.0	20.0		
NO. IN POS: 164													
$ 278.4 WT'D AVG:	$ 38.1	$ 7.0	$ 45.1	$ 33.7									

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SURVEY POSITION 42 - STORE MANAGER

REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$199.9	$ 42.8	$ 2.5	$ 45.3		$ 41.4	$ 42.6	$ 43.8	5.0	1.0	50.0		B	B
TO	41.7	13.9	55.6		37.7	44.9	59.3	5.5	1.0	47.0	12.0	B	D
$150.0	38.1	19.3	57.4					5.0		50.0	12.0	B	D
	36.7	2.0	38.7					5.5	1.0	55.0		B	A
	36.3	1.1	37.4		34.7	41.1	47.5						
	35.9	5.4	41.3		36.7	37.5	38.2	6.0	1.0	48.0	8.0	B	B
				$ 34.8				5.5	2.0	50.0	17.0	A	100
	34.8	0.0	34.8		27.5	34.0	40.6	5.0	2.0	50.0	17.0	195	195
	34.1	0.6	34.7		29.4	36.8	44.2	5.0	2.0	48.0	12.0	B	A
	34.1	0.6	34.7		29.4	36.8	44.2	5.0	2.0	48.0	12.0	B	A
	33.5	8.3	41.8					5.5					
	32.0	5.5	37.5		26.9	33.6	40.3	5.5	1.0	50.0	10.0	B	B
	31.6	6.6	38.2					6.0	3.0	50.0	20.0		
	30.4	13.1	43.5					6.0	1.0	48.0	12.0	60	D
	30.4	15.2	45.6					6.0	1.0	48.0	12.0	60	D
				30.1	22.5	28.9	35.3	5.5	2.0	46.0	12.0	B	A
	27.7	12.8	40.5		26.0	27.3	28.6	5.0		45.0		0	0
NO. IN POS: 144													
$ 174.0 WT'D AVG:	$ 34.9	$ 5.7	$ 40.6	$ 31.0									

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1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$149.9	$ 40.9	$ 2.3	$ 43.2		$ 40.0	$ 41.5	$ 42.9	5.0	1.0	50.0		B	B
TO	39.4	13.2	52.6		37.7	44.9	59.3	5.5	1.0	47.0	12.0	B	D
$100.0	37.1	8.5	45.6		33.8	35.8	37.7	5.5		45.0		B	D
	35.9	1.5	37.4					5.5	1.0	55.0		B	A
	35.0	0.0	35.0		31.7	37.2	42.7						
				$ 34.1				5.5	2.0	50.0	17.0	A	100
	34.1	0.6	34.7		29.4	36.8	44.2	5.0	2.0	48.0	12.0	B	A
	34.1	0.6	34.7		29.4	36.8	44.2	5.0	2.0	48.0	12.0	B	A
	33.5	1.8	35.3					5.5					
	33.1	0.0	33.1		36.7	37.5	38.2	6.0	1.0	48.0	8.0	B	B
	33.1	1.3	34.4		36.7	37.5	38.2	6.0	1.0	48.0	8.0	B	B
	32.4	1.0	33.4					5.5	2.0	48.0	12.0	70	70
	32.4	0.0	32.4		24.7	30.5	36.2	5.0	2.0	50.0	17.0	195	195
	32.0	5.5	37.5		26.9	33.6	40.3	5.5	1.0	50.0	10.0	B	B
				31.9	26.3	29.8	33.3	5.5	2.0	46.0	12.0	B	A
	31.5	6.5	38.0					6.0	3.0	50.0	20.0		
	30.4	6.0	36.4					6.0	1.0	48.0	12.0	60	D
	30.4	5.4	35.8					6.0	1.0	48.0	12.0	60	D
	30.4	8.4	38.8					6.0	1.0	48.0	12.0	60	D
	26.0	10.8	36.8			26.0		5.0		45.0		0	0
NO. IN POS: 294													
$ 123.9	WT'D AVG: $ 34.9	$ 4.3	$ 39.2	$ 33.0									

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$99.9	$ 39.4	$ 1.6	$ 41.0		$ 37.6	$ 39.0	$ 40.4	5.0	1.0	50.0		B	B
TO	38.6	12.9	51.5		37.7	44.9	59.3	5.5	1.0	47.0	12.0	B	D
$75.0	33.9	1.0	34.9					5.5	1.0	55.0		B	A
	33.5	0.2	33.7					5.5					
				$ 33.3				5.5	2.0	50.0	17.0	A	100
	32.8	3.4	36.2					5.0		50.0	12.0	B	D
	30.9	0.2	31.1					5.5	2.0	48.0	12.0	70	70
	30.4	4.8	35.2					6.0	1.0	48.0	12.0	60	D
	30.4	5.0	35.4					6.0	1.0	48.0	12.0	60	D
	30.3	0.6	30.9		26.6	33.3	40.0	5.0	2.0	48.0	12.0	B	A
	29.5	5.5	35.0					6.0	3.0	50.0	20.0		
	29.5	3.9	33.4		24.7	30.9	37.0	5.5	1.0	50.0	10.0	B	B
	29.2	0.0	29.2		24.4	29.0	35.4	5.0		45.0		0	195
				28.5	24.5	29.3	34.0	5.5	2.0	46.0	12.0	B	A
NO. IN POS: 109													
$ 88.3 WT'D AVG:	$ 32.1	$ 3.1	$ 35.2	$ 30.2									

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	T@TAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$74.9	$ 36.6	$ 1.9	$ 38.5		$ 35.8	$ 36.5	$ 37.2	5.0	1.0	50.0		B	B
TO	35.6	11.9	47.5		37.7	44.9	59.3	5.5	1.0	47.0	12.0	B	D
$50.0	33.9	1.0	34.9					5.5	1.0	55.0		B	A
	33.8	0.0	33.8		36.7	37.5	38.2	6.0	1.0	48.0	8.0	B	B
	33.5	0.0	33.5					5.5					
				$ 31.9				5.5	2.0	50.0	17.0	A	100
	30.4	3.9	34.3					6.0	1.0	48.0	12.0	60	D
	30.4	4.7	35.1					6.0	1.0	48.0	12.0	60	D
	30.3	0.6	30.9		26.6	33.3	40.0	5.0	2.0	48.0	12.0	B	A
	30.3	0.6	30.9		26.6	33.3	40.0	5.0	2.0	48.0	12.0	B	A
	28.8	1.2	30.0					6.0	3.0	50.0	20.0		
				27.9	22.5	27.6	32.8	5.5	2.0	46.0	12.0	B	A
	26.8	0.0	26.8					5.5	2.0	48.0	12.0	70	70
NO. IN POS: 86													
$ 61.4 WT'D AVG:	$ 31.9	$ 0.9	$ 32.8	$ 29.3									
$49.9	$ 47.8	$ 0.0	$ 47.8										
AND BELOW	33.9	0.0	33.9		$ 36.7	$ 37.5	$ 38.2	6.0	1.0	48.0	8.0	B	B
	33.2	2.0	35.2					5.0	1.0	50.0		B	B
				$ 30.6				5.5	2.0	50.0	17.0	A	100
				29.8				5.5	1.0	55.0		B	A
	25.0	1.0	26.0					5.5	2.0	48.0	12.0	70	70
				25.0	22.0	24.5	27.0	5.5	2.0	46.0	12.0	B	A
	24.0	5.0	29.0					6.0	3.0	50.0	20.0		
	22.1	2.4	24.5					5.5		40.0		60	D
NO. IN POS: 36													
$ 39.2 WT'D AVG:	$ 27.8	$ 1.3	$ 29.1	$ 26.1									

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE REPORTED	$ 41.1	$ 8.7	$ 49.8		$ 33.7	$ 42.1	$ 50.5	5.5	1.0	50.0	10.0	B	B
				$ 39.1				6.0	1.0	50.0		B	B
	28.6	10.8	39.4					6.0	3.0	50.0	20.0		
	22.9	5.0	27.9		20.8	22.9	25.0			54.0			E
	22.3	4.5	26.8		20.2	22.3	24.3			54.0			E
	21.5	3.0	24.5		19.5	21.5	23.4			54.0			E
	20.7	3.0	23.7		18.8	20.7	22.6			54.0			E
	19.9	2.0	21.9		18.0	19.9	21.7			54.0			E
	18.7	1.5	20.2		16.9	18.7	20.3			54.0			E
	17.5	0.8	18.3		15.9	17.5	19.1			54.0			E
	16.6	0.0	16.6		15.1	16.6	18.1			54.0			E
NO. IN POS: 205 WT'D AVG:	$ 26.7	$ 4.5	$ 31.2	$ 39.1									
NO. IN POS: 1038 $ 148.2 POSITION AVG:	$ 33.4	$ 4.6	$ 38.0	$ 33.5									

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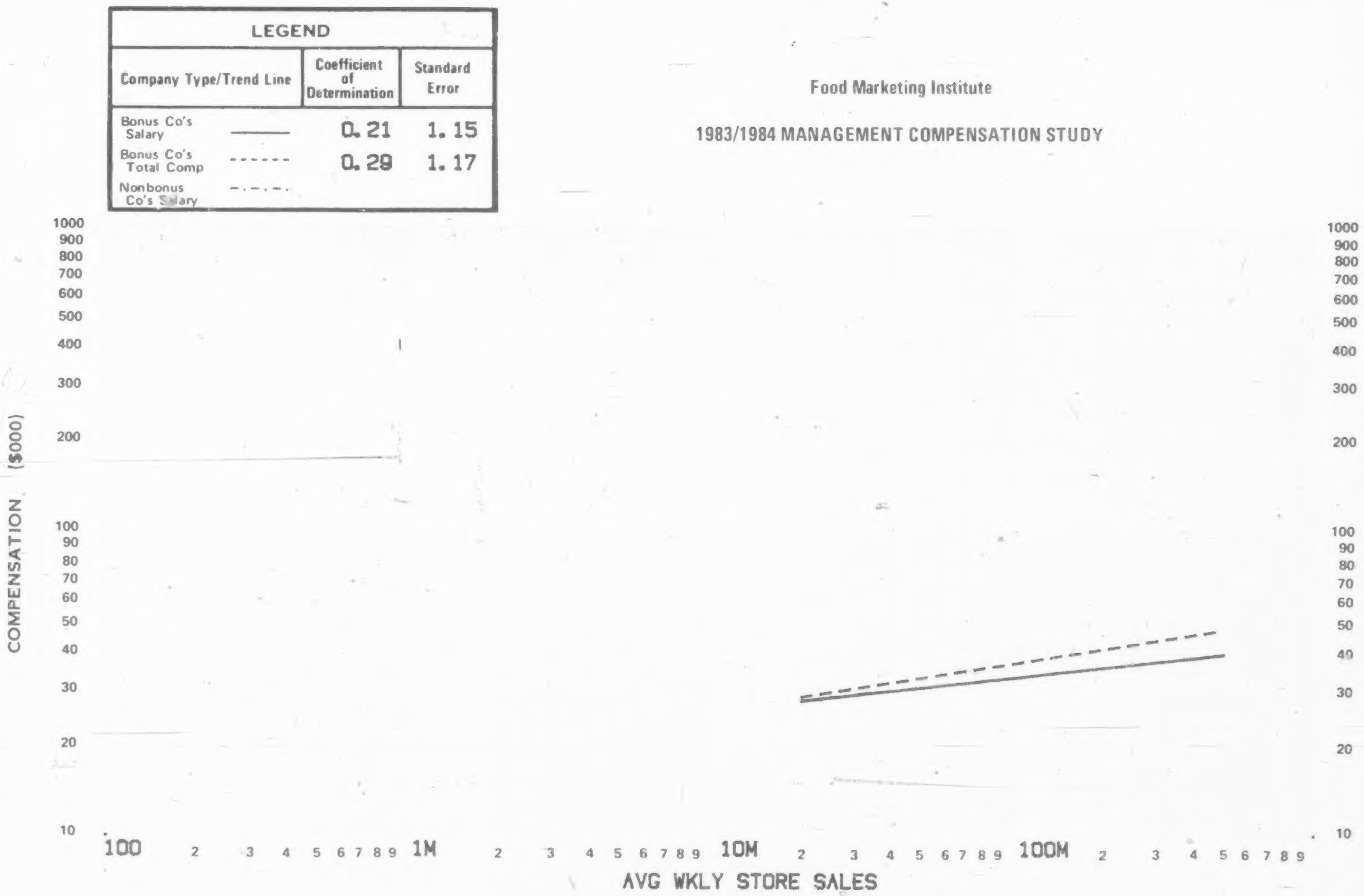

SURVEY POSITION #42 - STORE MANAGER

REGION #3 - WEST CENTRAL

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #3 - WEST CENTRAL

SCOPE	BONUS COMPANIES			NONBONUS	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY STORE SALES ($THOU)	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$175.0 AND ABOVE				$ 34.4				5.0	2.0	48.0	12.0	E	F
				34.4				5.0	2.0	48.0	12.0	E	F
				33.5				5.0	4.0	40.0		E	E
	$ 32.9	$ 2.7	$ 35.6		$ 32.1	$ 33.0	$ 33.8	5.5		48.0		B	B
	32.0	1.3	33.3					5.5	3.0	55.0	26.0	B	A
	31.7	1.3	33.0					4.0	2.5	40.0	52.0	B	D
	30.8	4.8	35.6					4.0	2.5	40.0	52.0	B	D
	30.7	0.1	30.8					5.5					
	30.7	0.3	31.0					5.5					
				30.5	24.4	29.9	35.4	5.0	2.0	45.0	17.0	195	195
				30.0	24.4	29.9	35.4	5.0	2.0	45.0	17.0	195	195
				29.9				5.5	3.0	50.0	17.0	A	100
				29.5				5.0	2.0	48.0	12.0	E	F
				29.4	24.4	29.9	35.4	5.0	2.0	45.0	17.0	195	195
	27.6	3.5	31.1		24.7	30.9	37.0	5.5	1.0	50.0	10.0	B	B
	27.2	5.1	32.3		26.6	27.3	28.0	6.0	3.0	52.0	30.0	B	B
	26.6	4.4	31.0					6.0	3.0	50.0	25.0		
	26.0	2.6	28.6							6.0	12.0	50	D
	24.3	0.5	24.8							6.0	12.0	50	D
	23.9	6.1	30.0					6.0	3.0	50.0	25.0		
	17.7	5.0	22.7					5.0		45.0		0	0
NO. IN POS: 156													
$ 239.4 WT'D AVG:	$ 27.5	$ 3.7	$ 31.2	$ 31.4									

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	 # NTS.	 # HRS.	 # SUN.	 SUN. PAY	 HOL. PAY
$174.9				$ 34.4				5.0	2.0	48.0	12.0	E	F
TO	$ 31.5	$ 1.0	$ 32.5					5.5	3.0	55.0	26.0	B	A
$100.0	30.7	0.1	30.8				$ 5.5	5.5					
	30.4	2.0	32.4		29.4	30.3	31.2	5.5		48.0		B	B
				30.1	24.4	29.9	35.4	5.0	2.0	45.0	17.0	195	195
				30.0				5.5	3.0	50.0	17.0	A	100
	29.8	1.0	30.8					5.5	3.0	55.0	26.0	B	A
	29.6	1.5	31.1		28.7	29.6	30.5	5.5		48.0		B	B
				29.5				5.5	3.0	50.0	17.0	A	100
				29.5				5.0	2.0	48.0	12.0	E	F
				29.5				5.0	2.0	48.0	12.0	E	F
				28.4				5.0	2.0	48.0	12.0	E	F
	28.0	3.0	31.0		26.6	27.3	28.0	6.0	3.0	52.0	30.0	B	B
	26.9	0.3	27.2					5.5	2.0	48.0	12.0	70	70
	26.6	0.0	26.6		26.6	27.3	28.0	6.0	3.0	52.0	30.0	B	B
	26.6	0.7	27.3		26.6	27.3	28.0	6.0	3.0	52.0	30.0	B	B
	25.9	0.0	25.9							6.0	12.0	50	D
	25.7	3.8	29.5					6.0	3.0	50.0	25.0		
	25.6	8.0	33.6		23.4	26.0	29.4	5.5	2.0	45.0	25.0	B	D
	25.2	1.3	26.5							6.0	12.0	50	D
	24.7	0.0	24.7							6.0	12.0	50	D
				22.6	19.3	22.1	25.0	5.5	2.0	46.0	17.0	B	B
				20.7	18.7	21.5	24.2	5.0	2.0	41.0	17.0	E	E
				20.2	18.5	20.0	21.5	5.5	2.0	46.0	17.0	B	B
	18.0	6.0	24.0		17.7	18.2	18.7	5.0		45.0		0	0
	17.2	4.7	21.9					5.0		45.0		0	0
NO. IN POS: 393													
$ 125.9	WT'D AVG: $ 27.0	$ 4.0	$ 31.0	$ 25.1									

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$99.9	$ 30.7	$ 0.0	$ 30.7					5.5					
TO				$ 29.8				5.5	3.0	50.0	17.0	A	100
$75.0	28.8	0.5	29.3					5.5	3.0	55.0	26.0	B	A
	28.6	1.3	29.9		$ 27.6	$ 28.4	$ 29.1	5.5		48.0		B	B
	26.1	0.3	26.4					4.0	2.5	40.0	52.0	B	D
	24.7	0.8	25.5							6.0	12.0	50	D
	23.8	3.2	27.0					6.0	3.0	50.0	25.0		
	23.4	0.1	23.5					5.5	2.0	48.0	12.0	70	70
				22.8				5.0	2.0	48.0	12.0	E	F
				20.0	18.0	20.7	23.2	5.0	2.0	41.0	17.0	E	E
	19.5	0.0	19.5							6.0	12.0	50	D
NO. IN POS: 92													
$ 88.0 WT'D AVG:	$ 26.1	$ 1.2	$ 27.3	$ 23.3									

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$74.9 AND BELOW	$ 30.7	$ 0.0	$ 30.7					5.5					
				$ 28.9				5.0	2.0	48.0	12.0	E	F
	28.3	0.5	28.8					5.5	3.0	55.0	26.0	B	A
				27.7				5.5	3.0	50.0	17.0	A	100
	27.2	0.0	27.2		$ 26.6	$ 27.3	$ 28.0	6.0	3.0	52.0	30.0	B	B
	27.2	0.0	27.2		26.6	27.3	28.0	6.0	3.0	52.0	30.0	B	B
	26.9	1.4	28.3		26.5	27.1	27.6	5.5		48.0		B	B
				26.3				5.5	3.0	50.0	17.0	A	100
	24.7	0.5	25.2							6.0	12.0	50	D
	24.4	1.1	25.5					5.5		48.0		B	B
	24.2	0.0	24.2					5.5	2.0	48.0	12.0	70	70
	23.3	1.7	25.0					6.0	3.0	50.0	25.0		
				22.8				5.0	2.0	48.0	12.0	E	F
	22.3	0.0	22.3					5.5	2.0	48.0	12.0	70	70
	20.8	0.0	20.8							6.0	12.0	50	D
				20.2	15.2	19.0	22.8	5.0	2.0	41.0	17.0	E	E
				18.9	16.6	18.3	19.9	5.0	2.0	41.0	17.0	E	E
	15.6	1.9	17.5							5.5		0	D
NO. IN POS: 100													
$ 59.8 WT'D AVG:	$ 25.9	$ 0.6	$ 26.5	$ 22.5									
NO SCOPE REPORTED	$ 34.5	$ 6.1	$ 40.6		$ 29.3	$ 36.6	$ 43.9	5.5	1.0	50.0	10.0	B	B
				$ 29.1				6.0	2.0	48.0		B	B
	23.4	8.6	32.0					6.0	3.0	50.0	25.0		
	11.4	1.0	12.4							40.0			E
NO. IN POS: 140													
WT'D AVG:	$ 16.1	$ 2.1	$ 18.2	$ 29.1									
NO. IN POS: 881													
$ 136.1 POSITION AVG:	$ 24.8	[illegible]	$ 27.8	$ 26.1									

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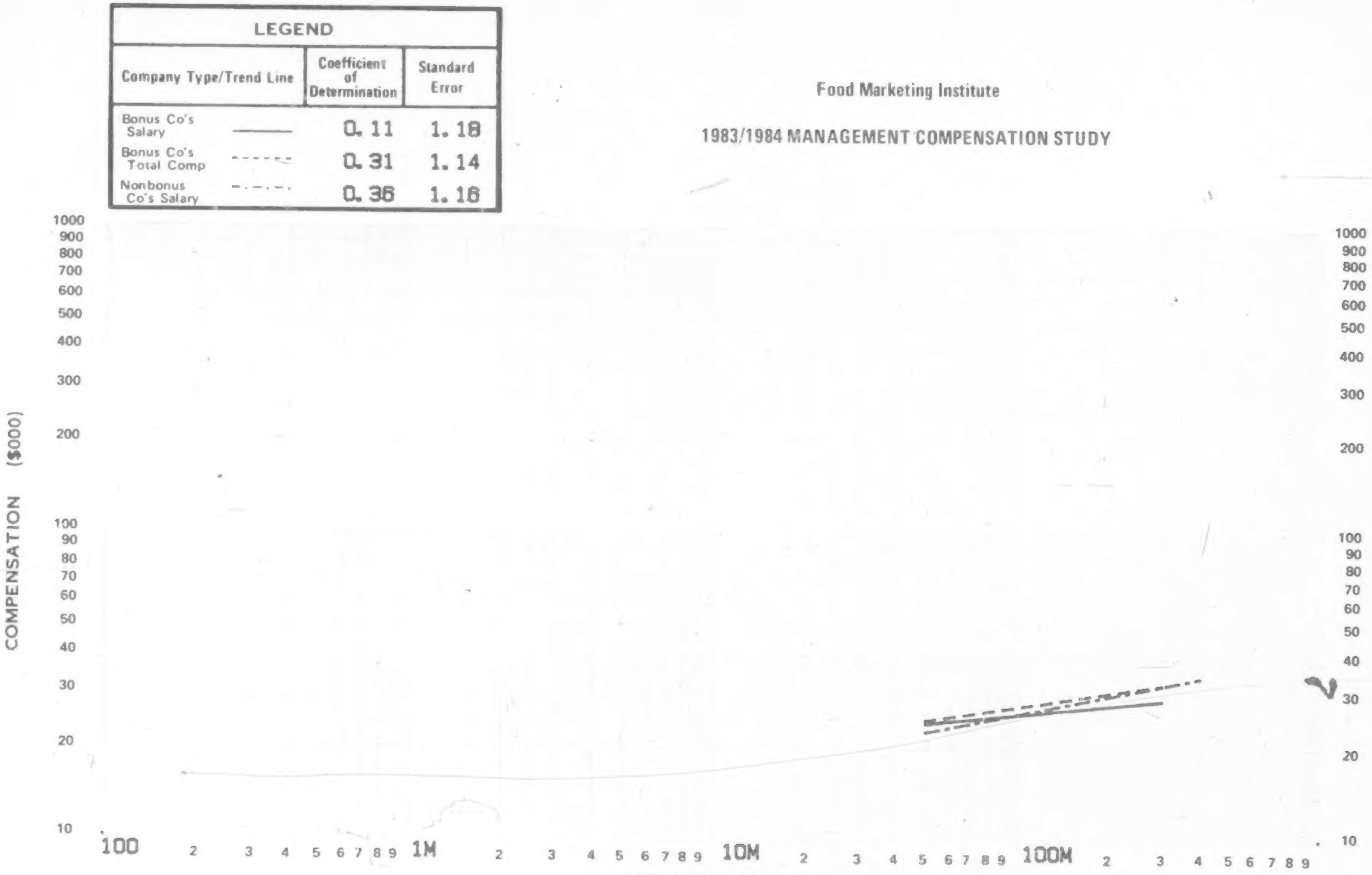
1983/1984 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #43 - ASSISTANT/CO-STORE MANAGER

REGION #3 - WEST CENTRAL

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER
REGION #3 - WEST CENTRAL

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$25.0	$ 39.5	$ 0.0	$ 39.5				$ 39.5	6.0	1.0	48.0	2.0	E	E
AND ABOVE	36.5	1.7	38.2					5.5		55.0	12.0	B	A
	35.5	1.5	37.0					5.5		55.0	12.0	B	A
				$ 32.3	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				31.3	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				30.7	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				30.1				5.0		40.0	20.0	E	F
				29.8									
				29.8									
				29.4				5.0	1.0	40.0	12.0	E	F
				29.4				5.0	1.0	40.0	12.0	E	F
	29.4	1.8	31.2					5.0		40.0	6.0	E	E
				29.4				5.0	1.0	40.0	12.0	E	F
				29.3				5.0		40.0	26.0	E	
				29.3	24.0	28.3	32.5	5.0		45.0		B	A
				29.2				5.0		40.0	20.0	E	F
				28.9				5.0		40.0	20.0	E	F
	27.0	1.5	28.5					5.0		40.0	6.0	E	E
	26.5	5.0	31.5					5.0		40.0	10.0	E	E
				25.1				5.0		40.0	26.0	72	96
	25.0	7.7	32.7					5.0		40.0	10.0	E	E
	23.3	0.4	23.7					5.0		40.0		E	D
	22.9	4.4	27.3					5.0		40.0			
				22.8				5.0	1.0	40.0	12.0	E	F
				22.8				5.0	1.0	40.0	12.0	E	F
	22.7	3.7	26.4		22.4		28.9	5.0		40.0		0	0
NO. IN POS: 319													
$ 49.1 WT'D AVG:	$ 29.3	$ 1.7	$ 31.0	$ 29.7									

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER
REGION #3 - WEST CENTRAL

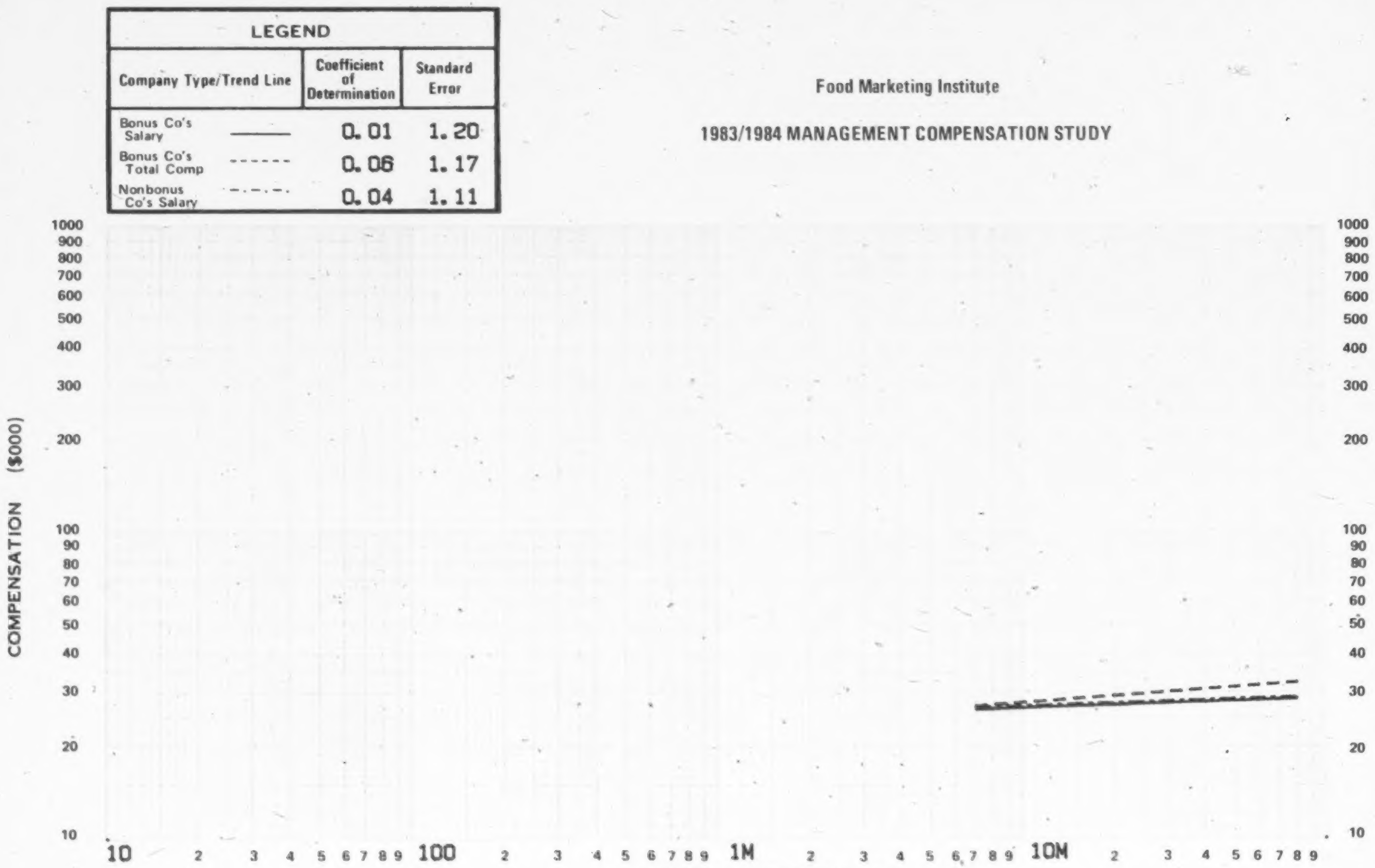
SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$24.9	$ 34.0	$ 1.7	$ 35.7		$ 27.7	$ 33.6	$ 39.5	6.0	1.0	48.0	2.0	E	E
AND BELOW	33.8	1.2	35.0					5.5		55.0	12.0	B	A
	31.4	0.6	32.0					5.5		55.0	12.0	B	A
	31.4	2.0	33.4		30.4		31.5	5.0		40.0		E	E
	30.5	0.0	30.5		28.3	33.9	39.5	6.0	1.0	48.0	2.0	E	E
				$ 30.4	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				29.8									
				29.8									
				29.7	29.4	30.9	32.8	5.0	1.0	40.0	12.0	E	E
				29.4				5.0	1.0	40.0	12.0	E	F
				29.3				5.0		40.0	26.0	E	
				29.3				5.0		40.0	26.0	E	
				28.3	26.5	29.1	31.7	5.0		45.0		E	E
				28.0				5.0		40.0	20.0	E	F
				27.1				5.0		40.0	20.0	E	F
	26.5	0.0	26.5					5.0		40.0	10.0	E	E
	26.5	1.5	28.0					5.0		40.0	10.0	E	E
	26.5	0.3	26.8					5.0		40.0	10.0	E	E
	26.0	2.4	28.4					5.0		40.0	10.0	E	E
				25.5	20.8	25.2	29.5	5.0		45.0		B	A
				25.1				5.0		40.0	26.0	72	96
				25.1				5.0		40.0	26.0	72	96
				24.8	20.8	25.7	30.5	5.0		45.0		E	E
	24.1	1.1	25.2					5.0		40.0	6.0	E	E
	23.8	0.2	24.0					5.0		40.0		E	D
				22.8				5.0	1.0	40.0	12.0	E	F
				22.8				5.0	1.0	40.0	12.0	E	F
	22.4	3.5	25.9					5.0		40.0			
	21.4	4.8	26.2					5.0		40.0	10.0	E	E
	21.4	0.4	21.8					5.0		40.0		E	D
NO. IN POS: 415													
$ 16.5 WT'D AVG:	$ 30.9	$ 1.3	$ 32.2	$ 26.9									

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER
REGION #3 - WEST CENTRAL

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE REPORTED				$ 31.6				5.0		40.0		E	E
				28.0				5.0		40.0	20.0	E	F
				25.4				5.0	1.0	40.0		E	E
NO. IN POS: 107 WT'D AVG:				$ 28.3									
NO. IN POS: 841 $ 30.6 POSITION AVG:	$ 30.1	$ 1.5	$ 31.6	$ 28.0									

Food Marketing Institute

1983/1984 MANAGEMENT COMPENSATION STUDY



Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.01	1.20
Bonus Co's Total Comp	------	0.06	1.17
Nonbonus Co's Salary	-.-.-.-	0.04	1.11

SURVEY POSITION #44 - MEAT DEPARTMENT MANAGER

REGION #3 - WEST CENTRAL

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

REGION #4 - SOUTHEAST

Responsible for carrying out merchandising programs for grocery products among an assigned number of stores. Determines the type of grocery items, quality, grades and brands. Recommends retail prices on grocery items as appropriate. Coordinates the purchase of grocery products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE		BONUS COMPANIES			NONBONUS	SALARY RANGE		
ANNUAL GROCERY SALES ($MIL)	REPORTS TO	SALARY	BONUS	TOTAL COMP.	COMPANIES SALARY	MIN	MID	MAX
$300.0	VICE PRESIDENT	$ 56.1	$ 0.0	$ 56.1				
AND BELOW	REG. V.P./MGR.	54.5	14.5	69.0		$ 35.8	$ 44.7	$ 53.7
	GROUP EXEC.	34.0	3.4	37.4				
	DIST.MANAGER	31.1	6.8	37.9				
	ASST. V.P./DIR	28.5	0.0	28.5				
	CEO/PRESIDENT	23.7	2.3	26.0				
	C.O.O.				$ 18.7			
	NO IN POSITION: 14							
$ 106.0	WEIGHTED GROUP AVG:	$ 36.1	$ 6.3	$ 42.4	$ 18.7			
NO SCOPE	DIV. V.P./MGR.	$ 53.4	$ 6.9	$ 60.3		$ 44.6	$ 55.7	$ 66.8
REPORTED					$ 29.4			
	NO IN POSITION: 6							
	WEIGHTED GROUP AVG:	$ 53.4	$ 6.9	$ 60.3	$ 29.4			
	NO IN POSITION: 20							
$ 106.0	POSITION AVERAGE:	$ 40.9	$ 6.5	$ 47.4	$ 24.1			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #4 - SOUTHEAST

Responsible for carrying out merchandising programs for meat products (including deli) among an assigned number of stores. Determines the types of meat items, quality, grades and brands. Recommends retail prices on meat items as appropriate. Coordinates the purchase of meat products to ensure an appropriate assortment to achieve sales and profit objectives. Develops meat case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$100	VICE PRESIDENT	$ 59.5	$ 0.0	$ 59.5				
AND BELOW	REG. V.P./MGR.	55.0	8.2	63.2		$ 31.5	$ 39.3	$ 47.2
	ASST. V.P./DIR	27.7	0.0	27.7				
	DIST.MANAGER	27.0	7.3	34.3				
	C.O.O.				$ 25.7			
	CEO/PRESIDENT	25.3	2.3	27.6		24.2	25.4	25.9
	NO IN POSITION: 16							
$ 29.7	WEIGHTED GROUP AVG:	$ 32.7	$ 4.9	$ 37.6	$ 25.7			
NO SCOPE	DIV. V.P./MGR.	$ 54.4	$ 7.1	$ 61.5		$ 44.6	$ 55.7	$ 66.8
REPORTED	VICE PRESIDENT	34.0	0.0	34.0				34.0
					$ 28.0			
	NO IN POSITION: 10							
	WEIGHTED GROUP AVG:	$ 45.3	$ 4.0	$ 49.3	$ 28.0			
	NO IN POSITION: 26							
$ 29.7	POSITION AVERAGE:	$ 37.4	$ 4.6	$ 42.0	$ 26.9			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 41 - DISTRICT MANAGER

REGION #4 - SOUTHEAST

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANN'L DISTRICT SALES ($MIL)		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$200.0 AND BELOW	VICE PRESIDENT	$ 48.5	$ 6.8	$ 55.3				
	REG. V.P./MGR.	42.6	8.0	50.6		$ 31.5	$ 39.3	$ 47.2
	EXEC. V.P.	42.0	0.0	42.0				
	CEO/PRESIDENT				$ 39.0			
	EXEC. V.P.	38.4	0.0	38.4				
	REG. V.P./MGR.	38.1	4.5	42.6		31.5	39.3	47.2
	VICE PRESIDENT	36.0	0.0	36.0				36.0
	EXEC. V.P.	35.2	0.0	35.2				
	CEO/PRESIDENT				32.5			
	CEO/PRESIDENT	30.8	3.4	34.2		31.9	34.0	35.6
	DIV. V.P./MGR.	20.4	2.0	22.4		15.1	21.6	23.8
	NO IN POSITION: 40							
$ 51.4	WEIGHTED GROUP AVG:	$ 32.4	$ 2.9	$ 35.3	$ 35.8			
NO SCOPE REPORTED	DIV. V.P./MGR.				$ 58.4	$ 38.9	$ 48.7	$ 58.4
	DIV. V.P./MGR.	$ 48.5	$ 6.6	$ 55.1				
	VICE PRESIDENT	36.0	0.0	36.0				36.0
					30.0			
	NO IN POSITION: 53							
	WEIGHTED GROUP AVG:	$ 48.2	$ 6.4	$ 54.6	$ 48.9			
	NO IN POSITION: 93							
$ 51.4	POSITION AVERAGE:	$ 40.3	$ 4.6	$ 44.9	$ 47.4			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #4 - SOUTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$200.0	$ 48.0	$ 7.0	$ 55.0										
AND ABOVE				$ 47.0				5.0	2.0	47.5	.5	200	200
	40.0	12.8	52.8		$ 32.0	$ 35.0	$ 40.0	5.5	1.0	54.0	13.0	B	A
	38.4	8.1	46.5		38.3	46.0	53.7						
	38.0	5.0	43.0										
				37.7				6.0	3.0	55.0	2.0		
	37.7	0.0	37.7		29.0	36.1	43.2	5.0	2.0	50.0	17.0	195	195
	36.0	5.0	41.0					5.0	1.0	52.0	12.0	160	160
	35.5	11.2	46.7		32.0	35.0	40.0	5.5	1.0	54.0	13.0	B	A
	35.0	6.0	41.0		34.9	41.8	48.8						
	33.9	0.0	33.9					5.5	3.5	55.0	24.0	B	A
				33.1				6.0	3.0	55.0	2.0		
	29.0	5.0	34.0		25.5	31.8	38.1	5.0	2.0	52.0	2.0	125	A
				26.8	26.0	26.8	27.3	5.0	1.0	45.0	1.0	100	100
NO. IN POS: 98													
$ 252.2 WT'D AVG:	$ 36.6	$ 6.7	$ 43.3	$ 40.5									

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #4 - SOUTHEAST

SCOPE	BONUS COMPANIES			NONBONUS	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY STORE SALES ($THOU)	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$199.9				$ 43.6				5.0	2.0	47.5	.5	200	200
TO	$ 43.0	$ 5.0	$ 48.0										
$100.0				41.0				5.0	2.0	47.5	.5	200	200
	37.8	11.5	49.3		$ 32.0	$ 35.0	$ 40.0	5.5	1.0	54.0	13.0	B	A
	35.6	3.7	39.3					5.0	1.0	52.0	12.0	160	160
	35.0	5.0	40.0										
	34.7	3.5	38.2					5.0	1.0	52.0	12.0	160	160
	34.2	6.3	40.5		32.2	38.2	44.1						
	33.0	0.0	33.0					5.5	3.5	55.0	24.0	B	A
	31.8	4.4	36.2		29.2	34.3	39.4						
	29.1	0.0	29.1					5.5	3.5	55.0	24.0	B	A
				27.7				6.0	3.0	55.0	2.0		
	27.5	4.5	32.0		25.5	31.8	38.1	5.0	2.0	52.0	2.0	125	A
				26.8	26.0	26.8	27.3	5.0	1.0	45.0	1.0	100	100
	26.6	5.0	31.6		25.5	31.8	38.1	5.0	2.0	52.0	2.0	125	A
				26.5	26.0	26.8	27.3	5.0	1.0	45.0	1.0	100	100
				25.2				6.0	3.0	55.0	2.0		
NO. IN POS: 201													
$ 153.9 WT'D AVG:	$ 30.6	$ 4.1	$ 34.7	$ 35.6									

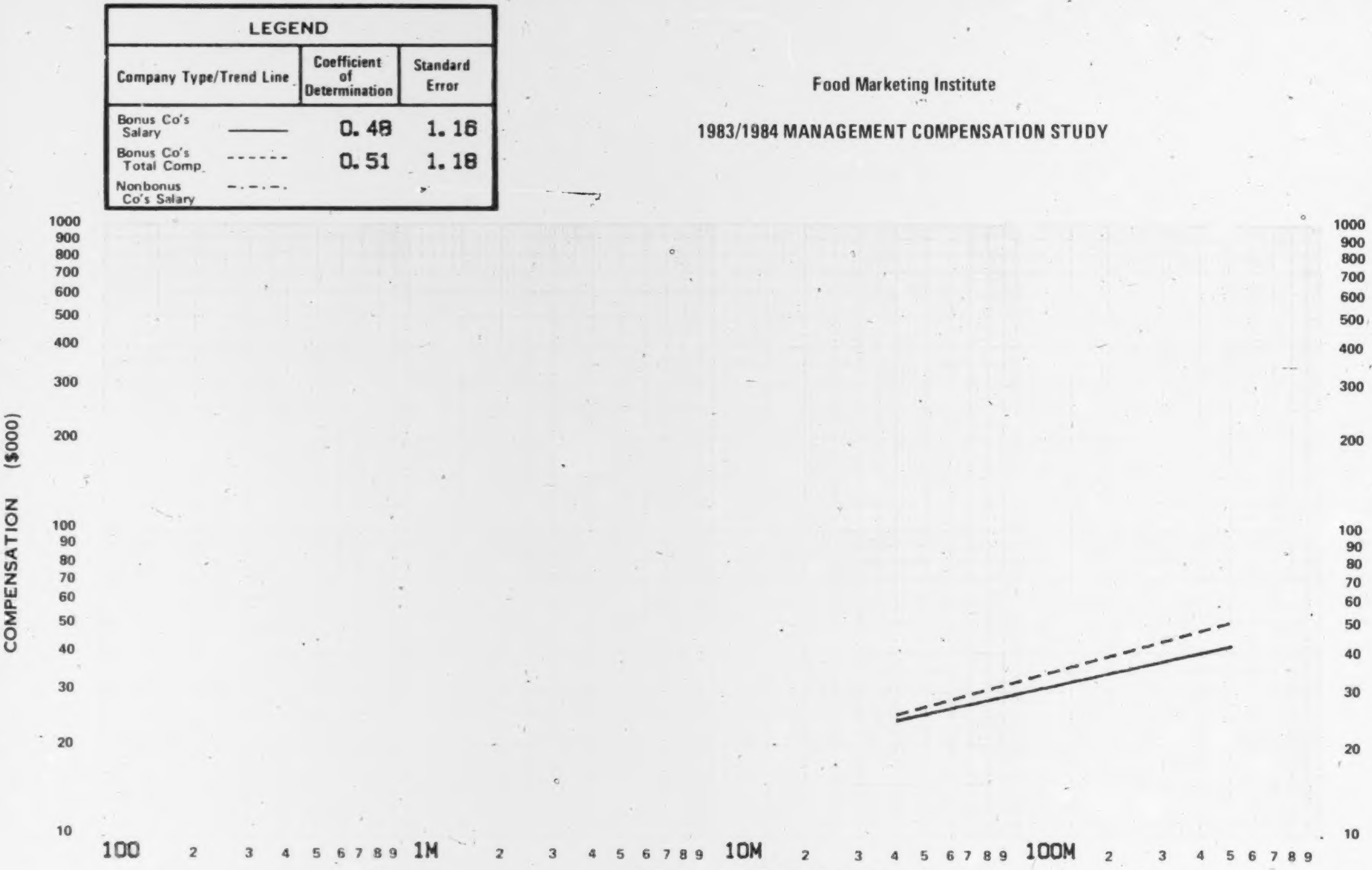
FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #4 - SOUTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$99.9	$ 35.0	$ 5.0	$ 40.0										
AND BELOW	31.0	0.0	31.0										
	29.0	0.0	29.0										
	29.0	4.6	33.6		$ 29.2	$ 34.3	$ 39.4						
	27.6	0.0	27.6					5.5	3.5	55.0	24.0	B	A
	27.4	0.0	27.4					5.5	3.5	55.0	24.0	B	A
	26.5	5.0	31.5		25.5	31.8	38.1	5.0	2.0	52.0	2.0	125	A
				$ 26.1				6.0	3.0	55.0	2.0		
				25.7	24.7	25.7	26.0	5.0	1.0	45.0	1.0	100	100
	25.6	5.0	30.6		25.5	31.8	38.1	5.0	2.0	52.0	2.0	125	A
	21.2	2.0	23.2		19.0	21.3	22.8	5.5	2.0	50.0	1.0	A	A
				20.5				6.0	3.0	55.0	2.0		
	19.1	1.0	20.1		15.8	20.0	22.8	5.5	2.0	50.0	1.0	A	A
				12.6				5.0	3.0	45.0	2.0		
NO. IN POS: 136													
$ 76.4 WT'D AVG:	$ 25.2	$ 2.4	$ 27.6	$ 23.8									
NO SCOPE				$ 50.6				5.0	2.0	47.5	.5	200	200
REPORTED	$ 38.0	$ 7.2	$ 45.2		$ 27.9	$ 32.5	$ 37.1						
				28.9	27.6	28.9	29.9	5.0	1.0	45.0	1.0	100	100
	24.6	3.0	27.6										
NO. IN POS: 93													
WT'D AVG:	$ 28.4	$ 4.2	$ 32.6	$ 49.5									
NO. IN POS: 528													
$ 151.8 POSITION AVG:	$ 29.5	$ 3.9	$ 33.4	$ 42.1									

Food Marketing Institute

1983/1984 MANAGEMENT COMPENSATION STUDY



Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.48	1.16
Bonus Co's Total Comp.	------	0.51	1.18
Nonbonus Co's Salary	-.-.-.		

SURVEY POSITION #42 - STORE MANAGER

REGION #4 - SOUTHEAST

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #4 - SOUTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$175.0				$ 32.3	$ 24.4	$ 29.9	$ 35.4	5.0	2.0	45.0	17.0	195	195
AND ABOVE	$ 28.5	$ 3.0	$ 31.5		22.0	25.5	29.0	5.5	2.0	54.0	26.0	B	A
	27.5	2.4	29.9		22.0	25.5	29.0	5.0	2.0	54.0	26.0	B	A
	26.8	2.0	28.8					5.0	2.0	40.0	.5	F	F
	26.8	2.3	29.1		22.0	25.5	29.0	5.5	2.0	54.0	26.0	B	A
	26.8	2.0	28.8					5.0	2.0	40.0	.5	F	F
				26.7				5.0	2.0	50.0	30.0	144	144
				26.2				5.5	2.0	50.0	2.0		
				25.8				5.0	2.0	50.0	30.0	144	144
	23.8	0.0	23.8					5.5	3.5	55.0	24.0	B	A
	23.6	0.0	23.6					5.5	3.5	55.0	24.0	B	A
				22.4	23.0	28.7	34.4	5.0	4.0	52.0	2.0	100	A
				21.8	20.0	21.8	22.9	5.0	2.0	45.0	1.0	95	95
				21.4	23.0	28.7	34.4	5.0	4.0	52.0	2.0	100	A
				21.4				5.5	2.0	50.0	2.0		
				21.1	20.0	21.0	22.9	5.0	2.0	45.0	1.0	95	95
NO. IN POS:	183												
$ 216.5 WT'D AVG:	$ 26.0	$ 1.5	$ 27.5	$ 22.4									

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                                    FOOD MARKETING INSTITUTE
                            1983-1984 MANAGEMENT COMPENSATION STUDY
                            SURVEY POSITION 43 - ASSISTANT/CO-STORE
                                                    MANAGER
                                   REGION #4 - SOUTHEAST

      SCOPE             BONUS COMPANIES          NONBONUS    SALARY   RANGE        WORK SCHEDU[illegible] RACTICES
AVG WKLY STORE SALES                     TOTAL   COMPANIES ---------------------- #   #    #     #   SUN.HOL.
      ($THOU)          SALARY   BONUS    COMP     SALARY     MIN     MID     MAX  DYS.NTS.HRS.  SUN. PAY PAY
-------------------- ------  ------  ------  --------- ------  ------  ------ -------------------------------
     $174.9          $ 26.8  $  2.0  $ 28.8                                   5.0 2.0 40.0    .5   F   F
    AND BELOW                                $ 25.8                           5.0 2.0 50.0  30.0 144 144
                       21.7     0.0    21.7                                   5.5 3.5 55.0  24.0   B   A
                                                21.6  $ 23.0  $ 28.7  $ 34.4  5.0 4.0 52.0   2.0 100   A
                                                21.5    23.0    28.7    34.4  5.0 4.0 52.0   2.0 100   A
                                                21.3    23.0    28.7    34.4  5.0 4.0 52.0   2.0 100   A
                       21.3     0.0    21.3                                   5.5 3.5 55.0  24.0   B   A
                                                21.1    20.0    21.0    22.9  5.0 2.0 45.0   1.0  95  95
                                                20.8    20.0    21.0    22.1  5.0 2.0 45.0   1.0  95  95
                                                20.0                          5.5 2.0 50.0   2.0
                                                19.1                          5.5 2.0 50.0   2.0
                                                16.1                          5.5 2.0 50.0   2.0
                                                15.8                          5.5 2.0 50.0   2.0
                       15.0     1.5    16.5             14.3    16.1    15.9  5.5 3.0 50.0   2.0   A   A
                       14.9     0.4    15.3             13.0    15.5    16.6  5.5 3.0 50.0   2.0   A   A
                     ------  ------  ------  ------
    NO. IN POS:  186
               WT'D
  $  105.5     AVG: $ 18.8  $  0.4  $ 19.2  $ 21.2
-------------------------------------------------------------------------------------------------------------
    NO SCOPE         $ 26.8  $  2.0  $ 28.8                                   5.0 2.0 40.0    .5   F   F
    REPORTED                                 $ 23.9   $ 20.3  $ 23.9  $ 25.2  5.0 2.0 45.0   1.0  95  95
                       22.3     0.0    22.3                                   5.5 3.5 55.0  24.0   B   A
                       17.1     1.0    18.1
                     ------  ------  ------  ------
    NO. IN POS:   99
               WT'D
               AVG: $ 24.4  $  1.7  $ 26.1  $ 23.9
-------------------------------------------------------------------------------------------------------------
    NO. IN POS:  468
             POSITION
  $  160.5     AVG: $ 23.6  $  1.3  $ 24.9  $ 21.7
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FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER
REGION #4 - SOUTHEAST

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$100 AND BELOW	$ 28.2	$ 2.0	$ 30.2					5.0	1.0	40.0			F
	28.2	2.0	30.2					5.0	1.0	40.0			F
				$ 28.2				5.0	1.0	45.0	12.0	160	160
				28.2				5.0	1.0	45.0	12.0	160	160
	28.2	2.0	30.2					5.0	1.0	40.0			F
	28.2	2.0	30.2					5.0	1.0	40.0			F
				27.5				5.5	1.0	48.0	1.0		
				25.5				5.0	1.0	40.0	26.0	E	E
				25.5	$ 24.7	$ 25.5	$ 26.0	5.0		45.0	1.0	95	95
				25.3	24.7	25.3	26.0	5.0		45.0	1.0	95	95
				25.2	23.4	25.3	25.5	5.0		45.0	1.0	95	95
				24.8				5.0	1.0	40.0	26.0	E	E
				24.4				5.0	1.0	40.0		E	E
				23.9				5.0	1.0	42.0	2.0	E	E
				23.2				5.0	1.0	40.0		E	E
				21.8				5.0	1.0	40.0		E	E
				21.7				5.0	1.0	44.0	12.0	D	F
				21.0				5.5	1.0	48.0	1.0		
				21.0				5.0	1.0	44.0	12.0	D	F
				20.8				5.0	1.0	44.0	12.0	D	F
				20.6				5.0	1.0	44.0	12.0	D	F
				20.4				5.0	1.0	40.0		E	E
	15.8	1.5	17.3		13.0	15.8	17.9	5.0	1.0	44.0	.5	A	A
NO. IN POS: 496													
$ 31.2 WT'D AVG:	$ 25.6	$ 1.9	$ 27.5	$ 23.9									

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER
REGION #4 - SOUTHEAST

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE REPORTED	$ 31.5	$ 0.0	$ 31.5					5.0		40.0		E	E
				$ 27.6	$ 25.5	$ 27.6	$ 28.6	5.0		45.0	1.0	95	95
	21.6	1.0	22.6										
NO. IN POS: 16 WT'D AVG:	$ 23.3	$ 0.8	$ 24.1	$ 27.6									
NO. IN POS: 512 $ 31.2 POSITION AVG:	$ 25.5	$ 1.8	$ 27.3	$ 23.9									

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 41 - DISTRICT MANAGER

REGION #5 - PACIFIC

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$200.0	VICE PRESIDENT				$ 56.9			
AND BELOW	VICE PRESIDENT				53.0			
	REG. V.P./MGR.	$ 50.2	$ 10.0	$ 60.2				$ 50.2
	VICE PRESIDENT				48.8			
	VICE PRESIDENT				48.8			
	CEO/PRESIDENT	46.8	3.1	49.9				
	VICE PRESIDENT	46.5	7.7	54.2		39.8	49.4	59.0
	VICE PRESIDENT	46.2	8.2	54.4		39.8	49.4	59.0
	NO IN POSITION: 31							
$ 156.6	WEIGHTED GROUP AVG:	$ 46.9	$ 7.8	$ 54.7	$ 55.5			
NO SCOPE REPORTED	CEO/PRESIDENT	$ 46.8	$ 3.1	$ 49.9				
	NO IN POSITION: 34							
$ 156.6	POSITION AVERAGE:	$ 46.9	$ 7.1	$ 53.9	$ 55.5			

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #5 - PACIFIC

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	 # NTS.	 # HRS.	 # SUN.	 SUN. PAY	 HOL. PAY
$150.0				$ 43.1	$ 41.0	$ 44.0	$ 47.0	5.0	.5	50.0	4.0	A	A
AND ABOVE				41.6	40.0	42.0	44.0	5.0	.5	50.0	4.0	A	A
	$ 41.3	$ 2.1	$ 43.4		38.5	40.0	41.6			44.0		0	0
	39.5	1.7	41.2		38.5	40.0	41.6	5.3		44.0		0	0
	39.4	6.2	45.6		33.0	40.8	48.6	5.0	.3	47.0		0	0
	39.2	16.9	56.1					5.0		50.0	12.0	B	D
	39.0	3.6	42.6		33.0	40.8	48.6	5.0	.3	47.0			
	38.3	1.6	39.9		38.5	40.0	41.6	5.3		44.0		0	0
	38.2	2.5	40.7		33.0	40.8	48.6	5.0	.3	47.0			
	38.2	3.5	41.7				38.2	6.0	1.0	48.0	8.0	B	B
	38.2	7.6	45.8				38.2	6.0	1.0	48.0	8.0	B	B
	38.0	0.0	38.0		38.0		41.0	5.5	2.0	44:0	52.0	B	B
	38.0	0.0	38.0		38.0		41.0	5.5	2.0	44.0	52.0	B	B
	37.3	8.7	46.0					5.0		50.0	12.0	B	D
NO. IN POS: 327													
$ 249.1 WT'D AVG:	$ 39.0	$ 3.9	$ 42.9	$ 42.5									
$149.9				$ 41.1	$ 38.0	$ 40.0	$ 42.0	5.5	.5	50.0	4.0	A	A
AND BELOW	$ 40.3	$ 4.1	$ 44.4		33.0	40.8	48.6	5.0	.3	47.0			
	38.4	1.2	39.6		38.5	40.0	41.6	5.3		44.0		0	0
	37.7	0.0	37.7				37.7	6.0	1.0	48.0	8.0	B	B
	37.7	2.0	39.7		33.0	40.8	48.6	5.0	.3	47.0			
	36.7	0.1	36.8				36.7	6.0	1.0	48.0	8.0	B	B
	35.4	4.1	39.5					5.0		50.0	12.0	B	D
	32.8	0.0	32.8					5.0		50.0	12.0	B	D
	32.8	0.7	33.5					5.0		50.0	12.0	B	D
NO. IN POS: 51													
$ 122.2 WT'D AVG:	$ 36.8	$ 1.2	$ 38.0	$ 41.1									

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #5 - PACIFIC

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE				$ 45.1	$ 43.0	$ 47.5	$ 52.0	5.0	.5	50.0	4.0	A	A
REPORTED	$ 38.0	$ 0.0	$ 38.0		38.0		41.0	5.5	2.0	44.0	52.0	B	B
NO. IN POS: 24 WT'D AVG:	$ 38.0	$ 0.0	$ 38.0	$ 45.1									
NO. IN POS: 402 $ 232.0 POSITION AVG:	$ 38.7	$ 3.5	$ 42.2	$ 42.8									

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #5 - PACIFIC

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	 # NTS.	 # HRS.	 # SUN.	 SUN. PAY	 HOL. PAY
$400.0	$ 34.2	$ 0.0	$ 34.2				$ 34.2	6.0	3.0	48.0	30.0	E	F
AND BELOW				$ 34.2				5.0		48.0	52.0	E	G
	34.2	0.0	34.2				34.2	6.0	3.0	48.0	30.0	E	F
				34.2				5.0		48.0	52.0	E	G
	34.2	1.9	36.1				34.2	6.0	3.0	48.0	30.0	E	F
				34.2				5.0		48.0	52.0	E	G
	34.2	4.2	38.4				34.2	6.0	3.0	48.0	30.0	E	F
				34.2						48.0	52.0	E	G
	31.7	4.3	36.0					4.0	2.5	40.0	52.0	B	D
	30.0	1.7	31.7					4.0	2.5	40.0	52.0	B	D
	28.3	1.0	29.3					4.0	2.5	40.0	52.0	B	D
	26.1	0.0	26.1					4.0	2.5	40.0	52.0	B	D
	26.1	0.1	26.2					4.0	2.5	40.0	52.0	B	D
NO. IN POS: 94													
$ 205.9 WT'D AVG:	$ 32.4	$ 1.5	$ 33.9	$ 34.2									
NO. IN POS: 94													
$ 205.9 POSITION AVG:	$ 32.4	$ 1.5	$ 33.9	$ 34.2									

FOOD MARKETING INSTITUTE
1983-1984 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER
REGION #5 - PACIFIC

SCOPE AVG WKLY MEAT SALES ($THOU)		BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$100		$ 35.5	$ 0.0	$ 35.5				$ 35.5	6.0	1.0	48.0	2.0	E	F
AND BELOW		35.5	0.8	36.3				35.5	6.0	1.0	48.0	2.0	E	F
		35.5	0.6	36.1				35.5	6.0	1.0	48.0	2.0	E	F
		35.5	5.1	40.6				35.5	6.0	1.0	48.0	2.0	E	F
					$ 34.4				5.0		48.0	8.0	E	G
					34.4				5.0		48.0	8.0	E	G
					34.4				5.0		48.0	8.0	E	G
					34.4				5.0		48.0	8.0	E	G
					29.0	29.0	35.0	40.0	5.0	2.0	40.0	52.0	F	F
					29.0	29.0	35.0	40.0	5.0	2.0	40.0	52.0	F	F
					29.0	29.0	35.0	40.0	5.0	2.0	40.0	52.0	F	F
		27.3	0.0	27.3					5.0		40.0		161	G
		27.3	0.2	27.5					5.0		40.0		161	G
		27.3	0.3	27.6					5.0		40.0		161	G
		27.3	0.4	27.7					5.0		40.0		161	G
		27.3	0.7	28.0					5.0		40.0		161	G
		26.6	0.6	27.2					5.0		40.0		E	D
		26.3	0.2	26.5					5.0		40.0		E	D
		25.8	0.1	25.9					5.0		40.0		E	D
NO. IN POS: 273														
$ 35.0	WT'D AVG:	$ 28.5	$ 0.4	$ 28.9	$ 33.8									
NO. IN POS: 273														
$ 35.0	POSITION AVG:	$ 28.5	$ 0.4	$ 28.9	$ 33.8									

APPENDIX: SURVEY POSITION DESCRIPTIONS

Food Marketing Institute

SURVEY POSITION DESCRIPTIONS

SURVEY POSITION #1: CHIEF EXECUTIVE OFFICER

Accountable, under the direction of the Board of Directors, for the management of the company's total business performance. Provides overall leadership and direction to the development of policies and objectives, and assures effectuation of policies throughout the company. Reviews the operational and financial progress of the company and divisions to assure achievement of goals and objectives. Provides general direction to merchandising, store operations and staff activities. Makes decisions of major importance on matters where the interest or objective of more than one operating unit is involved. Assures that efficient organizational practices, including adequate manpower forecasting and planning, are followed throughout the company. Assures capable management succession by proper recruitment and development. Conducts corporate strategic planning that assures targets are determined for continued growth and profitability. Reviews and effectively recommends to the Board salaries, appointments, retirements, etc., for officers. Responsible for establishing and maintaining relations with stockholders, the financial community, government agencies, suppliers and customers.

SURVEY POSITION #2: CHIEF OPERATING OFFICER

Provides overall direction and control to achieve the volume and operating profit goals of the company profit centers. Makes recommendations to the Chief Executive Officer on company policies, objectives and plans. Oversees the management of all company retail store operations, company-wide merchandising and procurement, manufacturing, distribution, and wholesale operations. Responsible for the attainment of projected sales, gross profit margins, expense control, and operating profit.

SURVEY POSITION #3: CHIEF FINANCIAL OFFICER

Develops and implements policies, plans and programs necessary for the effective management of the company's financial affairs. Directs the treasury, accounting, financial planning and insurance functions for the corporation. Initiates and coordinates necessary and appropriate accounting policies and procedures for all business units. Maintains corporate funds and cash management program. Directs preparation of all corporate financial reports and budgets. Provides financial counsel to the Chief Executive Officer on major business decisions.

SURVEY POSITION #4: TOP OPERATING COMPANY EXECUTIVE

Accountable to a corporate Chief Executive Officer or group executive for the management of an autonomous operating company's or subsidiary's total business performance. Provides overall leadership and direction to the development of operating policies and objectives. Reviews the operational and financial progress of the company to assure achievement of goals and objectives. Provides general direction to merchandising, store operations and staff activities. Assures efficient organization practices, including management recruiting, employment and development. Prepares and recommends to corporate management strategic plans and objectives for continued growth, profitability and capital investments.

SURVEY POSITION #5: TOP LEGAL EXECUTIVE

Provides legal counsel and guidance in ordinary and special activities of the corporation to insure maximum protection of corporate legal rights. Assures Chief Executive Officer that corporate and divisional businesses operate within the limits of prescribed law. Directs defense and/or prosecution in suits or claims involving the corporation, subsidiaries, operating companies or divisions. Supervises the preparation of legal forms, reports, statements, etc., related to federal and state filings and regulations.

SURVEY POSITION #6: CONTROLLER

Directs the corporate or operating company accounting function. Recommends accounting policies and procedures. Oversees the preparation and interpretation of accounting reports, forecasts, budgets, expenses, and operating results. Consolidates financial data in period (i.e., monthly, quarterly, etc.) reports on operations. Develops and maintains financial procedures covering the company's inventories. Works with the company's independent auditors on annual financial audit. Prepares annual financial statements for corporate management review. Typically, this position reports to the Chief Financial Officer. (If Controller is Chief Financial Officer, report data under Survey Position #3.)

SURVEY POSITION #7: TOP AUDIT EXECUTIVE

Responsible for the verification of internal accounting, statistical and general corporate records. Determines the reliability and effectiveness of financial management control systems and implements new systems to assure compliance with corporate accounting's systems, procedures and methods. Responsible for legal compliance and the detection and prevention of fraud. May be the company representative to outside agencies, if necessary.

SURVEY POSITION #8: TOP DATA PROCESSING EXECUTIVE

Directs the data processing function of the corporation or operating company. Analyzes management needs regarding information retrieval, data control and expanded use of computer and data processing equipment in company operations. Provides advice and counsel to management concerning the application of computer techniques to business requirements. Evaluates and oversees divisional/regional data processing operations. Recommends the location, type, size and equipment for data processing installations in divisional/regional organizations. Audits EDP systems and operations within divisional organizations. Maintains contact with professional associations, hardware/software companies, etc., and recommends to management new computer equipment and applications to improve business operations.

SURVEY POSITION #9: TOP PERSONNEL EXECUTIVE (WITH LABOR RELATIONS)

Develops, recommends and implements personnel policies and procedures for the corporation or operating company. Manages personnel function, including employment, compensation, benefits, training, labor relations, and safety/health services. Assures the filling of present and future manpower requirements through the development and implementation of effective recruiting methods and selection techniques. Responsible for the administration of a formalized compensation and benefits program. Oversees the effective negotiation of labor agreements with company unions. Coordinates promotions, transfers and employee placements between company and divisional profit centers. Interprets personnel policy through bulletins, letters and manuals. Advises executives and managers regarding specific personnel problems. Represents the company at meetings of various community organizations and professional groups.

SURVEY POSITION #10: TOP PERSONNEL EXECUTIVE (WITHOUT LABOR RELATIONS)

Develops, recommends and implements personnel policies and procedures for the corporation or operating company. Manages personnel function, including employment, compensation, benefits, training, safety and health services. Assures the filling of present and future manpower requirements through the development and implementation of effective recruiting methods and selection techniques. Responsible for the administration of a formalized compensation and benefits program. Interprets personnel policy through bulletins, letters and manuals. Advises executives and managers regarding specific personnel problems. Represents the company at meetings of various community organizations and professional groups.

SURVEY POSITION #11: TOP LABOR RELATIONS EXECUTIVE

Directs the effective negotiation of labor agreements and performs other labor relations activities, including major grievances, mediation, arbitration and N.L.R.B. matters. Projects labor costs from pending and new labor agreements. Interprets and communicates language of new labor agreement to managers and supervisors.

SURVEY POSITION #12: TRAINING AND MANAGEMENT DEVELOPMENT EXECUTIVE

Analyzes management development and training needs. Develops, organizes, implements, and may conduct all training and development programs to improve skills, knowledge and performance of staff and store level personnel. May conduct orientation programs for new and newly-promoted employees. Recommends and implements educational and career development opportunities.

SURVEY POSITION #13: TOP DISTRIBUTION EXECUTIVE

Develops and recommends objectives, policies and procedures for managing the corporation's or operating company's warehouse and transportation operations, including income freight handling, storage, and outgoing deliveries of merchandise to stores. Directs and controls the planning of physical facilities, including buildings, warehouse equipment, trucks and automotive equipment. Directs purchase of all warehouse and delivery equipment. Audits and recommends warehousing and transportation operational methods to ensure maximum efficiency of product movement.

SURVEY POSITION #14: TOP CONSTRUCTION AND MAINTENANCE EXECUTIVE (WITH REAL ESTATE)

Directs and controls the corporation's or operating company's real estate, construction, and maintenance functions. Oversees site selection, lease arrangements, and purchase/sale of real property; supervises new and remodel store construction, including architectural design, construction contract awards, and control of construction costs; provides equipment planning and layout services for stores, warehouses, and other facilities. Assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

SURVEY POSITION #15: TOP CONSTRUCTION AND MAINTENANCE EXECUTIVE (WITHOUT REAL ESTATE)

Directs the corporation's or operating company's new ~~and~~ remodel store construction, including architectural design, construction contract awards, and control of construction costs. Provides equipment planning and layout services for stores, warehouses, and other facilities; assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

SURVEY POSITION #16: TOP REAL ESTATE EXECUTIVE

Directs and controls the corporation's or operating company's real estate function. Responsible for new store site evaluation and acquisition; leasing arrangements for stores, warehouses and other facilities. Negotiates the purchase and sale of real property. Approves real estate documents and taxes. Maintains contacts with real estate brokers, building development firms, and state, county and governmental agencies.

SURVEY POSITION #17: TOP SECURITY/LOSS PREVENTION EXECUTIVE

Establishes and enforces security policies and procedures designed to protect company property and merchandise. Directs and controls programs to prevent losses due to theft, vandalism, and fire. Supervises security department, including guard force. Works with law enforcement agencies on investigations or irregularities connected with security of company property and merchandise.

SURVEY POSITION #18: TOP SANITATION EXECUTIVE

Directs the corporation's or operating company's sanitation program. Develops and recommends sanitation policies, procedures and programs. Coordinates efforts to ensure compliance with federal, state and local sanitation requirements.

SURVEY POSITION #19: TOP MERCHANDISING AND PROCUREMENT EXECUTIVE

Directs the corporation's or operating company's merchandising, buying, pricing, advertising and service programs. Oversees and controls merchandising strategies for grocery, meat, produce, frozen food, dairy, and nonfood products. Oversees and controls product procurement.

SURVEY POSITION #20: TOP ADVERTISING EXECUTIVE

Develops and recommends the corporation's or operating company's advertising objectives, policies and plans. Oversees the creation and placement of advertisements; i.e., T.V., radio and newspaper advertising. Works with outside agencies on preparation of advertising campaigns.

SURVEY POSITION #21: TOP GROCERY OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's grocery merchandising program in accordance with the firm's overall merchandising policies. Plans and develops, with store operations, merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted grocery sales, profit and turnover. Directs and controls all grocery buying and pricing. Directs and controls product selection, promotion and advertising plans. Develops financial forecasts for grocery sales and profits.

SURVEY POSITION #22: TOP MEAT OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's meat merchandising program (including deli) in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted meat sales, profit and turnover. Directs and controls all meat buying and pricing. Directs and controls meat selection, promotion and advertising plans. Develops financial forecasts for meat sales and profits.

SURVEY POSITION #23: TOP PRODUCE OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's produce merchandising program in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted produce sales, profit and turnover. Directs and controls all produce buying and pricing. Directs and controls produce selection, promotion and advertising plans. Develops financial forecasts for produce sales and profits.

SURVEY POSITION #24: TOP GENERAL MERCHANDISE/NONFOOD OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's nonfood merchandising programs in accordance with the firm's overall merchandising policies. Plans and develops nonfood merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted nonfood sales, profit and turnover. Directs and controls all nonfood buying and pricing. Directs and controls nonfood product selection, promotion and advertising plans. Develops financial forecasts for nonfood sales and profits.

SURVEY POSITION #25: GROCERY MERCHANDISER

Responsible for carrying out merchandising programs for grocery products among an assigned number of stores. Determines the type of grocery items, quality, grades and brands. Recommends retail prices on grocery items as appropriate. Coordinates the purchase of grocery products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SURVEY POSITION #26: MEAT MERCHANDISER

Responsible for carrying out merchandising programs for meat products (including deli) among an assigned number of stores. Determines the types of meat items, quality, grades and brands. Recommends retail prices on meat items as appropriate. Coordinates the purchase of meat products to ensure an appropriate assortment to achieve sales and profit objectives. Develops meat case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SURVEY POSITION #27: PRODUCE MERCHANDISER

Responsible for carrying out merchandising programs for produce products among an assigned number of stores. Determines the type of produce items, quality, grades and brands. Recommends retail prices on produce items as appropriate. Coordinates the purchase of produce products to ensure an appropriate assortment to achieve sales and profit objectives. Develops refrigeration case allocation and spacing programs, product promotions and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SURVEY POSITION #28: FROZEN FOODS MERCHANDISER

Responsible for developing and carrying out merchandising programs for frozen food products among an assigned number of stores. Determines the type of frozen food items, quality, grades and brands. Recommends retail prices on frozen food items as appropriate. Coordinates the purchase of frozen food products to ensure an appropriate assortment to achieve sales and profit objectives. Develops refrigeration case allocation and spacing programs, product promotions and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SURVEY POSITION #29: DAIRY MERCHANDISER

Responsible for developing and carrying out merchandising programs for dairy products among an assigned number of stores. Determines the type of dairy items, quality, grades and brands. Recommends retail prices on dairy items as appropriate. Coordinates the purchase of dairy products to ensure an appropriate assortment to achieve sales and profit objectives. Develops refrigeration case allocation and spacing programs, product promotions and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SURVEY POSITION #30: NONFOOD MERCHANDISER

Responsible for developing and carrying out merchandising programs for nonfood products among an assigned number of stores. Determines the type of nonfood items, quality, grades and brands. Recommends retail prices on nonfood items as appropriate. Coordinates the purchase of nonfood products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SURVEY POSITION #31: GROCERY BUYER (HIGHEST NONSUPERVISORY POSITION)

Responsible for procurement and buying activities of assigned grocery products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SURVEY POSITION #32: MEAT BUYER (HIGHEST NONSUPERVISORY POSITION)

Responsible for the procurement and buying activities of assigned meat products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for the size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SURVEY POSITION #33: PRODUCE BUYER (HIGHEST NONSUPERVISORY POSITION)

Responsible for the procurement and buying activities of assigned produce products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SURVEY POSITION #34: FROZEN FOODS BUYER (HIGHEST NONSUPERVISORY POSITION)

Responsible for procurement and buying activities of assigned frozen food products. Selects reliable sources of supply, places or supervises the placement of orders and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SURVEY POSITION #35: DAIRY BUYER (HIGHEST NONSUPERVISORY POSITION)

Responsible for procurement and buying activities of assigned dairy products. Selects reliable sources of supply, places or supervises the placement of orders and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SURVEY POSITION #36: NONFOOD BUYER (HIGHEST NONSUPERVISORY POSITION)

Responsible for procurement and buying activities of assigned general merchandise and HBA items. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SURVEY POSITION #37: TOP STORE OPERATIONS EXECUTIVE

Develops and directs policies, plans and programs to achieve the profitable operation of all corporate or operating company stores. Oversees the attainment of projected sales, gross profit margins, and the control of all store expenses while maintaining proper customer service. Assures that the firm's merchandising programs are adhered to and uniformly carried out in all stores.

SURVEY POSITION #38: TOP STORE MAINTENANCE EXECUTIVE

Directs the corporation's or operating company's store engineering and maintenance activities. Works with architectural firms to develop construction specifications for store remodeling and repair. Provides store equipment planning and layout services. Assists in the purchase of store equipment and fixtures.

SURVEY POSITION #39: DIVISION GENERAL MANAGER

Responsible for the profitable operation of a division or geographic region of the corporation or operating company. Develops sales and profit objectives and forecasts, operating and capital expenditure budgets, and objectives for assigned stores and facilities. Oversees merchandising, store operations and staff activities. Reviews buying and merchandising programs to insure maximum profitability and continuity with the company's overall strategy. Reviews operating results of stores against sales and profit targets. Directs staff activities in support of division programs and financial objectives. Provides specific limitations of authority for all subordinates regarding contractual commitments, expenditures and personnel decisions. Continually reviews and reports to top management the division's performance with respect to market share, operating results, capital requirements, etc.

SURVEY POSITION #40: SCANNING COORDINATOR

Recommends, coordinates and implements software programs and systems to enhance performance of electronic front-end equipment. Has staff responsibility for the coordination of scanning systems throughout the division/company. Assists in the installation of electronic equipment and the training of store personnel in all aspects of scanning, including the development of store price files, preparation and maintenance of operating manuals, and specifications of electronic front-end equipment.

SURVEY POSITION #41: DISTRICT MANAGER

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SURVEY POSITION #42: STORE MANAGER

Responsible for managing the entire activity of an individual retail food store. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems.

SURVEY POSITION #43: ASSISTANT/CO-STORE MANAGER

Responsible for managing activity of an individual retail store in conjunction with, or in absence of, Store Manager. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems. Has total responsibility for store operations when Store Manager is absent. May be a training position.

SURVEY POSITION #44: MEAT DEPARTMENT MANAGER

Directs and controls the operation of the store's meat department. Supervises department personnel. Participates in determining quality and quantities of merchandise. Orders merchandise and supplies. Receives and displays stock.

SURVEY POSITION #45: TOP RISK/INSURANCE MANAGEMENT EXECUTIVE

Responsible for the development and administration of a loss control program that provides optimal protection of company assets in the most economical manner. Responsible for risk management and the negotiation of the company's insurance programs, including negotiation for all loss adjustments.

SURVEY POSITION #46: TOP STRATEGIC PLANNING EXECUTIVE

Responsible for assisting the Chief Executive Officer and other officers in developing long-range corporate objectives and plans. Develops information regarding the company's current and future external operating environment, financial performance, and organizational/operational strengths and weaknesses. Incorporates this information to facilitate executive decisions on long-range goals and planning. Tracks progress on meeting the goals.

SURVEY POSITION #47: WAREHOUSE MANAGER

Responsible for the efficient, economical and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation and maintenance functions at the warehouse. May be responsible for transportation.